



Sustainable Report

31 March 2024

Vision

"Creative Innovation Organization"

It is a company with exceptional capabilities and a high potential for developing its own unique innovations, such as using technology to develop innovative products that support the company's continued growth while also improving the quality of life of society's citizens and protecting the environment.

Mission

"World Class Innovative Polymer and Plastic Products Manufactures"

Business Philosophy

"Being a high moral organization with quality management."

"Contribution toward better society"

Core Value

L

Continuous Learning

Continuous learning entails searching out new learning opportunities and being open to new experiences in order to build capacity and broaden the area of knowledge.

I

Innovation

Encourage innovation by trying out new ideas to enhance productivity.

V

Value the Difference

When differences are valued and accepted by a diverse group of people, they help to develop creative collaboration.

E

Empowerment

To improve team performance, strengthen and empower teams by delegating decision-making authority.

C

Collaboration

Collaborate by combining forces and working together to achieve shared goals.

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Summary of key annual performance

FY 2023/2024

Corporate governance

- ✓ **0** significant corporate governance and corruption complaints
- ✓ Company and subsidiaries are certified as a member of the Private Sector Collective Action Coalition against Corruption (CAC)
- ✓ **0** Zero incidents that violate socioeconomic laws and regulations.
- ✓ **100%** of business units with a comprehensive risk management plan in ESG.



Economic Development

- ✓ **13** patented and petty patented innovations Economic Development
- ✓ **7** innovations launched into the market
- ✓ **38** other innovations initiated.
- ✓ **0** product safety complaints.
- ✓ **100%** of business units are protected from data leaks.





Environmental and Resource Care

- ✓ Aeroflex, Company's subsidiary aim to achieve **Net Zero Emission** in **2024**
- ✓ **0** incidents that violate environmental laws and regulations.
- ✓ **-9.72%** greenhouse gas emissions (Scope 1&2) compared to base year 2021/2022
- ✓ **-11.45%** Greenhouse gas emission rate per product unit compared to base year 2021/2022
- ✓ Energy savings totaled **10,467,831** megajoules, amounting to **308,283,393** baht
- ✓ Utilized **73,715,495** megajoules of renewable energy from **36,044,676** megajoules
- ✓ Aeroflex has achieved certification in the circular economy management system, becoming the one of the first company in Thailand to do so.
- ✓ **-3.97%** water usage in the production line compare to base year 2019/2020

Creating value for society

- ✓ **0** significant labor and human rights complaints.
- ✓ **100%** of key positions have succession plans.
- ✓ Lost-time injuries frequency rate is at **1.37** per 1 million man-hours
- ✓ **0** significant complains from surrounding communities.



Awards

Fiscal year 2023/2024 (April 2023 – March 2024)



The Eastern Polymer Group Pcl.

- At the 2023 FinanceAsia Asia's Best Companies award ceremony, Dr. Pawat Vitoorapakorn, Chief Executive, was presented with the Best CEO Thailand - Silver award by FinanceAsia magazine.
- The company has been selected to be included in the "Thailand Sustainable investment stock" or SET ESG Ratings list for 2023. It is rated at the "AA" level by the Stock Exchange of Thailand.
- Rated "Excellent" in the corporate governance report of Thai listed companies 2023 by the Thai Institute of Directors Association (IOD)
- The company received "Outstanding Innovative Company Awards" for the innovative closed cell Elastomeric insulation for roofing system, Aero-Roof at the SET Awards 2023 host

by the Stock Exchange of Thailand and The Money and Banking Magazine.

- The company received "Outstanding Investor Relations Awards" in the category of companies listed on the Stock Exchange of Thailand with a market capitalization ranging from 10,000 million to 30,000 million Thai Baht at the SET Awards 2023 host by the Stock Exchange of Thailand and The Money and Banking Magazine.
- The subsidiary company has been awarded a certificate of membership in the "Thai Private Sector Collective Action Coalition Against Corruption" (CAC). The CAC is a project aimed at combating corruption, organized by the Thai Private Sector Collective Action Coalition Against Corruption Committee.

Aeroflex

- Aeroflex received the Certificate of Carbon Footprint for Organization from Ministry of Natural Resources and Environment presenting by Thailand Greenhouse Gas Management Organization (Public Organization) for the 7th consecutive year.
- Aeroflex is Certified Carbon Footprint for Product (CFP) in 2020 by Thailand Greenhouse Gas Management Organization (TGO)
- Aeroflex received the awards and honorable certificate of Industrial Promotion Program for Sustainable Social and Community Responsibility (CSR-DIW Continuous Awards 2023 for 10th consecutive year)





- Aeroflex has obtained the Carbon Neutral Label certification for compensating greenhouse gas emissions, organized by the Private Sector Management Organization for Greenhouse Gas (Private Organization).
- Aeroflex Co., Ltd. has obtained Certificate of Circular Economy Management System (CEMS) for organizations, according to the standards MOC.2 Volume 2-2564, organized by the National Science and Technology Development Agency (NSTDA).
- Aeroflex received Singapore Green Building Product Certificate from Singapore Green Building Council

Aeroklas

- Aeroklas is certified with FORD Q1 by Ford Motor Company (Thailand) Limited
- Aeroklas received Supplier Kaizen Excellence 2023 C&A Supplier Performance Award from Toyota Daihatsu Engineering & Manufacturing Co., Ltd.
- Aeroklas received the Certificate of Carbon Footprint for Organization from Ministry of Natural Resources and Environment presenting by Thailand Greenhouse Gas Management Organization (Public Organization) for the 2nd consecutive year.
- Aeroklas received the awards and honorable certificate of Industrial Promotion Program for Sustainable Social and Community Responsibility (CSR-DIW Continuous Awards 2023 for 3rd consecutive year)
- Aeroklas has received the prestigious Outstanding Workplace and Labor Welfare Award for the second consecutive year at the national level, organized by the Ministry of Labor.



- Aeroklas has been assessed for readiness in the Thai industry using the Thailand i4.0 Index, organized by the Federation of Thai Industries.



EPP

- EPP received the Certificate of Carbon Footprint for Organization 2023 for four consecutive years from Ministry of Natural Resources and Environment presenting by Thailand Greenhouse Gas Management Organization (Public Organization)
- Aeroklas received the awards and honorable certificate of Industrial Promotion Program for Sustainable Social and Community Responsibility (CSR-DIW Continuous Awards 2022 for 14th consecutive year)
- EPP has been awarded the Outstanding Workplace and Labor Welfare Award for the year 2023, organized by the Department of Welfare and Labor Protection for 2nd consecutive years.

Membership (Disclosure 2-28)**Eastern Polymer Group Co., Ltd****Member**

- Thailand Development Research Institute (TDRI)
- Collective Action Coalition of the Private Sector Against Corruption (CAC)
- Personnel Management Association of Thailand

Aeroflex Co., Ltd**Member of the Advisory Committee/ Committee**

- Air Conditioning Engineering Association of Thailand

Technical Subcommittee

- Subcommittee on Green Label Techniques in Insulation Products

Member

- Collective Action Coalition of the Private Sector Against Corruption (CAC)
- The Federation of Thai Industries
- Singapore Green Building Council
- HR Magazine
- Safety And Health At Work Promotion Association (Thailand)
- Employee confederation of Thailand
- Personnel Management Association of Thailand
- Technology Promotion Association (Thailand-Japan)
- Thailand Carbon Neutral Network

Aeroklas Co., Ltd.**Member**

- Collective Action Coalition of the Private Sector Against Corruption (CAC)
- The Federation of Thai Industries
- Employers' Confederation of Thai Trade and Industry (ECONTHAI)
- Employers' Confederation of Thailand
- Federation of Accounting Professions
- Thai Tool and Die Industry Association
- Personnel Management Association of Thailand

- Personnel Management Association of Thailand
- Thai German Institute
- TAPMA-Thai AutoParts Manufacturers Association
- Thailand Productivity Institute (FTPI)
- Electrical and Electronics Institut
- Automotive Human Resource Development Academy
- Eastern Seaboard Human Resource Management Club
- Personnel Management Association of Rayong
- Sustainable Manufacturing Center

MOU

- Sign MOU with Panyapiwat Institute of Management.

Eastern Polypack Co., Ltd.**Member**

- Collective Action Coalition of the Private Sector Against Corruption (CAC)
- The Federation of Thai Industries
- Rayong Safety Association
- Employee Confederation Thailand
- Employee Confederation Thailand
- Department of Employment

EPG Innovation Center Co., Ltd.**Member**

- Technology Promotion Association (Thailand-Japan)
- Electric Vehicle Association of Thailand
- The Federation of Thai Industries
- TAPMA-Thai AutoParts Manufacturers Association
- Thai Polymer Society

About this report

The Eastern Polymer Group (Company) has published its sustainability report to provide information on the company's management practices and annual sustainability performance on key issues affecting business operations and stakeholders, including corporate governance, economic, social, and environmental concerns. This covers operations that support the UN's Sustainable Development Goals (SDGs).

This sustainability report was prepared following the Global Reporting Initiative Standards (GRI Standards) 2021 (Disclosure 2-3). The reporting period covers from April 1, 2023, to March 31, 2024.

Scope of Reporting (Disclosure 102-45, 102-46)

This sustainability report presents the company's unique performance of the Eastern Polymer Group and its subsidiaries, which are all based in Thailand, including:

1. Eastern Polymer Group PLC (EPG)
2. Aeroflex Co., Ltd. (AFC)
3. Aeroklas Co., Ltd. (AEROKLAS)
4. Eastern Polypack Co., Ltd. (EPP)
5. EPG Innovation Center Co., Ltd. (EIC)

The company's Board of Directors is in charge of supervision of subsidiaries and joint ventures both domestically and internationally. They are not included in this report.

Contents of the report

The content of this sustainability report covers 19 key sustainability topics relevant to the company which include, 8 economic issues, 5 environmental issue and 6 social issue. The report includes four material topics, which are of significant importance, and 15 concerned topics, as disclosed by the company.

Reporting Certification

The Sustainable Development Working Group is in charge of compiling and developing data for the report. The major content and essential facts in this report were reviewed and checked by top executives and subsidiaries, and the information published was approved by the Board of Directors to ensure that the reported content is accurate and responsive to all stakeholders in accordance with key sustainability issues.

The economic performance data in this report correspond to accounting information in Form 56-1 One Report 2023/2024, which has been reviewed and confirmed by a certified auditor.

We do not use external verification studies to verify accuracy and compliance with GRI Standards' reporting guidelines 2021 for environmental and social performance data, but we have certified the accuracy of environmental performance data from private agencies that are registered with government agencies for reliability, accuracy, and transparency (Disclosure 2-5, 2-14).

Contact us (Disclosure 102-53)

For more information or advice, please contact:

Secretary of the Sustainable Development Working Group

Eastern Polymer Group Public Company Limited

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Tel.: +662 249 3976 Email: sdteam@epg.co.th



Message from the Board of Directors

(Disclosure2-28)

Last year, the global economy recovered gradually and unevenly. Economic growth varied significantly across regions. In the United States, the economy rebounded rapidly and grew faster than before the COVID-19 pandemic. In contrast, economic activity in emerging markets and developing countries remained below pre-pandemic levels. Key factors impacting the economy included geopolitical conflicts, higher energy prices, tighter monetary policies, stricter lending standards, rising cost of living, climate change, and El Niño events, among others.

As the Board of Directors, we are aware of these changes and closely monitor global developments to incorporate them into our organizational goals and strategies toward becoming a leader in polymer and plastic product technology and innovation. We aim for growth through global business expansion. The Board governs the company according to good corporate governance principles while supporting management in driving sustainable business growth.

The company has set a commitment for sustainable growth: “Creating A World In Harmony with Technology and Innovation”. We are dedicated to developing our business alongside creating value for society and the environment by utilizing modern innovation and technology to create innovative products and develop operational systems in line with our corporate vision. In fiscal year 2023/2024, the company focuses its operations on sustainability through three main strategies:

1. Take a lead in Creating Innovation Products and Service

The company continuously utilizes technology and innovation to create new S-Curve products across all business groups. In fiscal year 2023/2024, the company received 13 new patents and petty patents, launched 7 innovative products into the market, and introduced 38 other innovations. Notable innovative products include:

- **Thermal Insulation Business - Aeroflex:** One of the company’s pride innovations is the “AERO-ROOF” under-roof insulation product, which won the Outstanding Innovative Company Awards from the Stock Exchange of Thailand and Money & Banking magazine in 2023. AERO-ROOF under-roof insulation is installed under roofs or ceilings to prevent heat from entering buildings. Made from synthetic EPDM rubber, it helps save energy and is eco-friendly. Importantly, it has received the Carbon Footprint Label for products from the Thailand Greenhouse Gas Management Organization.
- **Automotive Parts & Accessories Business - Aeroklas:** Committed to producing lightweight, durable, and safe polymer products to reduce vehicle weight and energy consumption. Aeroklas’ innovative products include the patented “Aeroklas E-Roller lid” sliding truck bed cover with an improved water drainage design. They have also developed a new “Flat desk” product for a

Japanese automaker and are closely collaborating with several automakers to prepare products for electric vehicles (EVs).

- Plastic Packaging Business - EPP: Due to machinery issues arising from increasingly hotter weather each year, the company has adopted technology to improve the cooling system on its production lines. This increases manufacturing capacity and prevents stoppages in the production process.

2. Strive For innovative Organization

The company has an innovative governance structure and working processes that foster an innovative organization, such as teamwork, free communication across the organization, decentralized management, and learning from past experiences.

In fiscal year 2023/2024, the Sustainable Innovation Development working team organized activities to encourage employees to be initiative, creative, and expressive, including: monthly discussions on approaches to developing an innovative organization, activities to promote and support an innovative organizational culture, idea Generation training, and Innovation Seeds contest. As a result, 38 groups of employees submitted innovative ideas. 10 groups were selected and can further develop their ideas to meet future consumer needs.

3. Enhance Partnership to Establish Co-Value Creation for Sustainable Business

Stakeholder engagement is crucial for the company's sustainability. Therefore, the company emphasizes building and enhancing relationships with partners and suppliers to create shared value and benefits for all sectors, as well as promote long-term company growth. The company has implemented a Contractor Development Program to encourage suppliers to operate their businesses responsibly

towards society and the environment, aligning with the company's business practices. In fiscal year 2023/2024, Aeroflex Co., Ltd., a subsidiary, initially selected critical suppliers to invite them to join the Thai Private Sector Collective Action Against Corruption.

In addition to the company's commitment to business expansion for continuous growth, it has set 5-year long-term environmental, social, and governance (ESG) goals that support its growth and align with the United Nations Sustainable Development Goals (SDGs). These emphasize Goal 8 (decent work and economic growth), Goal 9 (industry, innovation and infrastructure), Goal 12 (responsible consumption and production), Goal 13 (climate action), and Goal 16 (peace, justice and strong institutions). In fiscal year 2023/2024, the company identified 19 new key sustainability issues covering all activities across the value chain, down from 23 issues due to consolidation. Most ESG performance met targets, with no violations of laws, regulations, or complaints from stakeholders regarding governance, social, or environmental aspects. The company promotes diversity, gender equality, respects employee rights and freedoms, and provides equal opportunity in employment regardless of race, color, gender, religion, nationality, background, or disability. Additionally, Aeroflex Co., Ltd. was assigned to set a target for Net Zero Emissions by 2042, with concrete implementation plans.

On behalf of the Board of Directors, we thank all stakeholders for their trust and continuous support of the company's operations. The company pledges to drive sustainable and stable business growth under good corporate governance principles, while creating fair and balanced value for stakeholders, society and the environment.

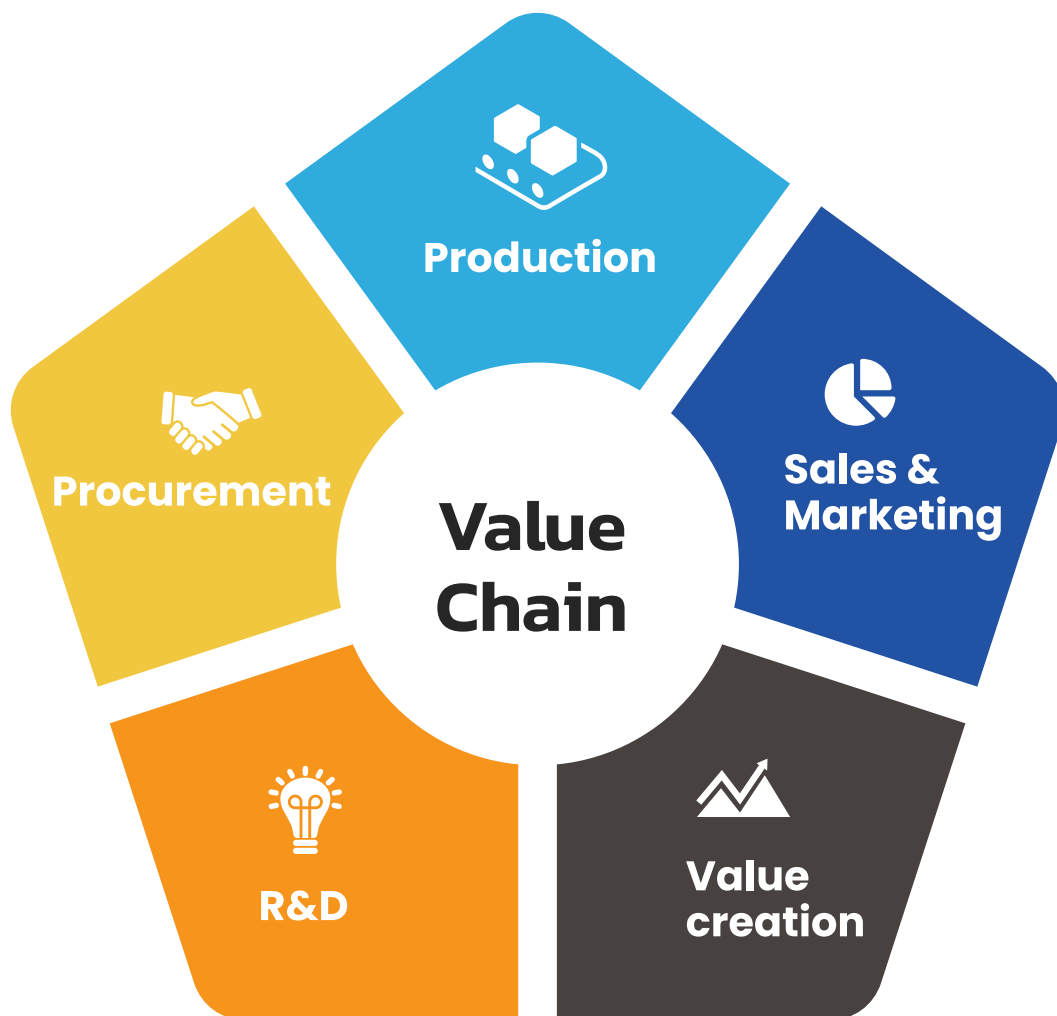


Mr. Vachara Tuntariyanond
Chairman of the Board



Mr. Pawat Vitoorapakorn
Vice-Chairman of the Board and Chief Executive Officer

Value chain Disclosure (2-6)



EPG and Sustainable Development Goals



EPG is dedicated to long-term company development in order to support economic progress. EPG has also set long-term environmental, social, and corporate governance (ESG) goals for 2025 in order to strike a balance between company growth and social and environmental responsibility. It's also an element of the country's commitment to achieving the Sustainable Development Goals (SDGs).

Long Term goal 2025



6.3/ 6.4

- Water consumption per product unit decreased by 2.5% from fiscal year 2019/2020



12.2/ 12.4/ 12.5

- Waste rate per product unit reduced by 10% from fiscal year 2019/2020



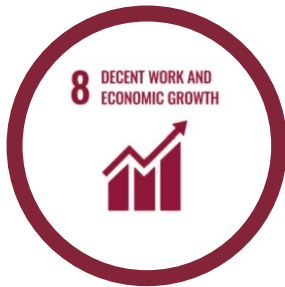
7.2/ 7.3

- Energy consumption per product unit fell by 2.5% from fiscal year 2019/2020



13.1

- Greenhouse gas emissions dropped by 3.0% from fiscal year 2021/22
- Greenhouse gas emissions per product unit decreased by 1.5% from 2021/22



8.2/ 8.3/ 8.4/ 8.7/ 8.8

- The total frequency of injuries is less than 15.55.
- The frequency of injury to stop work is 0.
- Human rights complaints is 0.
- 75 innovation projects initiated from employees per year.



16.3/16.5/ 16.7/ 16.10

- All business units with a comprehensive risk management plan in ESG
- All business units are protected from leakage of personal information.
- No violation of laws and regulations



9.4/ 9.5/ 9b

- 30 lists of patented or award-winning innovations per year



17.16

- There are community and social development projects that support sustainable development in the country.

Remarks: **Remark: The base year was amended from fiscal year 2019/20 to fiscal year 2021/22 because Aeroklas Co., Ltd. will perform a first-year evaluation of the organization's greenhouse gas emissions in 2022/23

Target and operation performance

Corporate Governance

	Long term goal 2024/2025	Goal Fiscal 2023/2024	Performance Fiscal 2023/2024
Code of Conduct and Laws and Regulations Compliance			
Significant number of corporate governance complaints		0	0
Number of corruption complaints		0	0
Risk Management			
Proportion of business units with ESG risk factors (percent)	100%	100%	100%
Proportion of business units with ESG risk management plan (percent)	100%	100%	100%

Economic Development

	Long term goal 2024/2025	Goal Fiscal 2023/2024	Performance Fiscal 2023/2024
Enhancing Products and Services to Drive Sustainable Growth			
Customer Satisfaction Score			
Aeroflex Co., Ltd. (Thermal Insulation Business)		95%	97%
Aeroklas Co., Ltd. (Automotive & Accessories Business)		80%	85%
Eastern Polypack Co., Ltd. (Plastic Packaging Business)		93%	92%
The number of product safety complaints or the impact of product use.		0	0
Cyber security and data security			
Proportion of business units protected from data leaks	100%	100%	100%
Number of complaints to personal data	0	0	0
Innovation			
Number of patented or award-winning innovations per year	30	10	14
Number of innovative projects obtained from contests or inventions of employees per year	60	40	38
Sustainable Supply Chain Management			
ESG Critical Suppliers Risk Assessment		100%	96%
Critical Supplier’s Code of conduct evaluation		100%	91%

Environmental and resource care

	Long term goal 2024/2025	Goal Fiscal 2023/2024	Performance Fiscal 2023/2024
Environmental Impact Management			
Number of standard values violations	0	0	0
Air Pollution Management			
Number of violations of standard values in accordance with the requirements of laws and regulations	0	0	0
Greenhouse Gas Emissions Management			
Number of violations of standard values in accordance with the requirements of laws and regulations	0	0	0
Greenhouse gas emissions compared to base year (scope 1&2)	decrease by 3.00%	decrease by 2.00%	decrease by 9.72%
Greenhouse gas emission rate per product unit compared to base year	decrease by 1.50%	decrease by 1.00%	decrease by 11.45%
Energy efficiency			
Energy intensity compared to base year	Decrease by 2.50%	Decrease by 2.00%	Increase by 12.62%
Waste Management			
Waste Generation Intensity compared to base year (tons per ton of products)	decrease by 10.00%	decrease by 8.00%	Increased by 69.39%
Water Management			
Water Intensity Compared to base year	Decreased by 2.50%	Decreased by 2.00%	Increased by 31.81%
Creating Value for society			
	Long term goal 2024/2025	Goal Fiscal 2023/2024	Performance Fiscal 2023/2024
Employee Care and Development			
Employee Turnover			9.57%
Proportion key positions with a succession plan	100%		100%
Proportion of employees who complete mandatory training	> 85%		94%
การประเมินความผูกพันของพนักงานที่มีต่อบริษัท	> 74%	> 67%	69%
Human Right			
Significant number of complaints regarding Human Right violation	0	0	0
Occupational Health and Safety Management			
Total Recordable Injury Frequency Rate (TRIFR)	<5.50	<5.50	4.53
Lost Time Injury Frequency Rates (LTIFR)	0	0	1.37
Community Development			
Significant number of complaints from the community	0	0	0

About EPG

Eastern Polymer Group Public Company Limited or EPG (Disclosure 2-1), formerly known as Eastern Polymer Industry Co., Ltd., was established in 1978 by the Vitoorapakorn family. Our main businesses consist of thermal insulation business, automotive & accessories business, plastic and packaging business, and R&D business. We have changed its name and listed on the Stock Exchange of Thailand as Holding Company on December 24, 2014 with a registered capital of 2,800 million baht. EPG conducts business in the form of investments in other companies domestically and internationally, focusing on polymer & plastic processing business, with revenues from subsidiaries in 3 main businesses (Disclosure 2-6).

EPG Businesses (Disclosure 2-6)

Under the vision of “Creative Innovation Organization,” EPG is the world’s leading manufacturer and distributor of polymer and plastic products, as well as a research and development company that creates innovative products that support and promote the quality of life of people in society while maintaining a balanced environment by investing in 6 businesses, including:

- (1) Thermal Insulation business
- (2) Automotive and Accessories business
- (3) Plastic and Packaging business
- (4) Other supporting business
- (5) Research and Development business
- (6) Joint Venture

Our headquarter is located at 770 Moo 6 Theparak Road, Muang District, Samutprakarn 10270. (Disclosure 2-3) As of March 31, 2024, there were 2,833 employees in total (Disclosure 2-6, 2-7)

1978



AEROFLEX®
CLOSED CELL EPDM INSULATION FOR HVAC & R

Founded Eastern Polymer Industry Co., Ltd.

Operate the business of the thermal insulation

1995



Invest in Joint Venture

2001



Operate the business of plastic and packaging

2006



EPG INNOVATION CENTER (EIC)

Established EPG innovation Center (EIC), research and development business



1996



Operate the business of Automotive parts and accessories



2014

Eastern Polymer Group Public Company Limited (EPG) is Listed under stock exchange of Thailand

1ST TRADING DAY



2015



Aeroklas Australia Pty. Ltd. acquired TJM Australia Pty. Ltd.

2016



Aeroklas Australia Pty. Ltd. acquired Flexiglass Australia Pty. Ltd.

2020



Aeroklas Co.,Ltd invest in Faraero

2021

Aeroklas Co.,Ltd invest in ATD Alliance (Pty) Ltd, South Africa



2022

Aeroklas Australia Pty. Ltd. set up a new subsidiary Aeroklas Europe BV



TJM Products Pty.Ltd. (TJM) Australia change the name to Aeroklas Asia Pacific Group (AAPG)



Aeroklas Australia Pty. Ltd., subsidiary, acquired 4 Way Suspension Products Pty. Ltd in Australia



2566

In November 2023, Aeroklas Asia Pacific Group Pty. Ltd., a subsidiary company, acquired the retail business operations of TJM from its franchisee, adding 5 more branches in Australia, bringing the total number of TJM branches to 12.



The company received "Outstanding Innovative Company Awards" for the innovative closed cell Elastomeric insulation for roofing system, Aero-Roof at the SET Awards 2023 host by the Stock Exchange of Thailand and The Money and Banking Magazine.



**manufacturer
in EPDM
insulation**



EPG Core businesses

Thermal Insulation Business "Aeroflex"

Aeroflex Co., Ltd. is the world major manufacturer of thermal insulation using Ethylene Propylene Diene Monomer (EPDM) which the company invents and continually conducts research and development; this invention is guaranteed with many patents, and expanded its sales to more than 100 countries across the world.

Aeroflex's insulations are distributed worldwide under 3 brand names (Trademarks): "AEROFLEX" "AEROCCEL" and "Celflex"

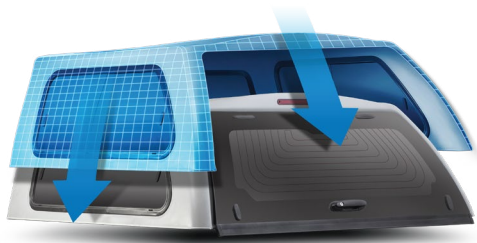
AEROFLEX® **AEROCCEL®** **Celflex®**

EPG have 100%-owned Aeroflex Co., Ltd. for the manufacture and distribution of thermal insulation business.

**We are
Aeroklas Canopy**
The 1st brand in the world
who reinforces with ABS
double shells for double
strength

World's
number

1



Automotive and Accessories business “Aeroklas”

Aeroklas Co., Ltd. is the world leading manufacturer of automotive parts and accessories with product designs and development under Aeroklas’ patents. Aeroklas’s automotive parts and accessories are used for decoration and supplement to enhance efficient use of pick-up trucks which include Bedliner, Canopy, Deck cover, Side steps and products under the brand “TJM” and Flexiglass”

Aeroklas’s automotive parts and accessories are distributed worldwide under “AEROKLAS” “TJM” “FLEXIGLASS” “BOCAR” and “Tough dog”



EPG have 100%-owned Aeroklas Co., Ltd. for the manufacture and distribution of automotive parts & accessories business.



Plastic and Packaging business

“Eastern Polypack”

Eastern Polypack’s main business is manufacture and distribution of disposable plastic packaging for food and beverage, for example, drinking cups, food containers, plates, and bowls. All products are manufactured under the trademark of “EPP”. EPP brand is well recognized as premium products among food and beverage industries at every level. Last year, the Company launched new trademark, which is “eici”, in order to expand the business to the non-premium product market.

In addition, Eastern Polypack Co., Ltd. manufactures and distributes plastic sheet to customers in many industries who will transform plastic sheet to be their product, such as automotive parts, bottle and can pads, billboards, and various forms of roofing.

EPG have 100%-owned Eastern Polypack Co., Ltd. for the manufacture and distribution of plastic packaging business.

**Thermoforming
plastic &
packaging
manufacturers**





Other supporting business

Aeroflex Polymer Technology (Shanghai) Company limited (China)

Aeroflex Polymer Technologies (Shanghai) Limited (APT) distribute the special grade Aeroflex EPDM insulation in China while support the production and distribution of 3 businesses aforementioned to ensure efficiency in business operation.

EPG have 100%-owned Aeroflex Polymer Technology (Shanghai) Company limited (China) for the distribution of EPDM insulation in China and support the production and distribution of 3 businesses



Research and Development business

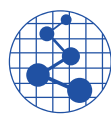
Research and Development Business" EPG Innovation Center Co., Ltd.



Conducts the research and development and testing for the materials and products, including calibration. EIC is an important organization supporting the research and development of EPG. In addition, EIC is one of the modern private polymer research lab centers in Thailand. With technology performance, testing tools and equipments, operation method, and experience of testing, EIC can provide services of product analysis and testing according to the test standards in the acceptable international level about rubber, plastic, metal, packaging, and automotive parts; moreover, dimensional and temperature calibration services can also be provided. Currently, testing services are also offered to other external companies.

EPG have 100%-owned EPG Innovation Center Co., Ltd. for research and development business.

7 The total number of R&D and laboratories



**EPG INNOVATION
CENTER (EIC)**

EPG Innovation Center Company Limited
บริษัท อีพีจี อินโนเวชันเซ็นเตอร์ จำกัด





Joint Venture

Investment in Sumiriko Eastern Rubber (Thailand) Co., Ltd.



for manufacturing of shock absorbing rubber and fuel hoses for motorcycles. The Company has associated with Japanese firm, Sumitomo Riiko Company Group - one of the world biggest manufacturers of anti-vibration rubber. The product ranges include rubber covers for engine and fuel hoses for cars and motorcycles which are distributed to large manufacturers with production based in Thailand and worldwide. The Company holds 30% of ordinary shares (not included preferred shares) in Sumiriko Eastern Rubber but is entitled to receive dividend and has voting rights at 20% in Sumiriko Eastern Rubber (Thailand) Co., Ltd. The reason is based on the fact that Sumitomo Riiko Co., Ltd. holds 25,000 preferred shares which allows voting right and receive dividend 30 times of ordinary shares. However, according to the joint venture agreement, any significant amendment must be approved by at least 81% of represented shares

Joint Venture

Investment in Zeon Advanced Polymix Co., Ltd.



This business is production and distribution of rubber compound for natural and artificial rubber used in various industries. Customers are from within the country and overseas whereby more than 70% of them are automotive industry which produces anti-vibration rubber, seals, car doors including rubber parts used in construction site. At present production capacity of Zeon Advanced Polymix is approximately 47,000 tonnes/year, - considered as one of the biggest manufacturers of compound rubber and artificial rubber in Thailand. The Company holds 27% of shares in Zeon Advanced Polymix Co., Ltd. Majority of products from Zeon Advanced Polymix are distributed to more than 100 automotive part manufacturers (Original Equipment Manufacturer "OEM") both domestically and overseas.

Company's structure
(Disclosure 2-1)



EPG Business Structure

as of March 31, 2024



Other Support Business



**AEROFLEX POLYMER TECHNOLOGIES
(SHANGHAI) CO., LTD. (APT)**



Research & Development



**EPG INNOVATION
CENTER CO., LTD. (EIC)**



Joint-Venture Companies



**30% SUMIRIKO EASTERN RUBBER*
(THAILAND) CO., LTD. (SRK-ER)**



**27% ZEON ADVANCED
POLYMIX CO., LTD. (ZAP)**

EPG Business Overview

The Eastern Polymer Group Plc (EPG) is a holding company that invests in its affiliates. EPG emphasize on the investment in world class innovative polymer and plastic product manufacturer business which are

1. Thermal Insulation Business
2. Automotive and Accessories Business
3. Plastic and Packaging Business
4. Other supporting Business
5. Research and Development Business
6. Joint Venture

Remark:

EPG holds common shares of Sumiriko Eastern Rubber (Thailand) Company Limited (SRK-ER) for 30% (not including preferred stock), but entitled to voting rights and received 20% of profit sharing. However, The company is entitled to co- management in SRK-ER, by which the company has veto right against important agenda of SRK-ER as stipulated under SRK- ER's articles which require every important agenda receive approval votes from shareholder's meeting at least 81.0%

EPG Sustainability Development

EPG adheres to its commitment “**Creating A World In Harmony with Technology and Innovation**”. We seek to become a “**Creative Innovation Organization**” by leveraging innovative and advanced technologies to create creative products and improve work methods in order to grow the business while adding value to society and the environment, as expressed in the corporate vision. EPG aspires to build a corporate culture that prioritizes morality and ethics as a business principle and is accountable for both the impacts and interests of stakeholders, society, and the environment in a fair and balanced manner, in accordance with the "Once received from society, always give back to the community" resolution, so that the company can grow steadily and sustainably. We have announced EPG Sustainability Framework as follow;

<https://epg.co.th/wp-content/uploads/2021/10/epg-sustainable-development-policy-en-1.pdf>

CORPORATE GOVERNANCE

Creating A World In Harmony with Technology and Innovation

Economic Success:

- ✓ Law & Regulatory Compliance
- ✓ Innovative Product Development
- ✓ Technology & Innovation Development
- ✓ Supplier Management
- ✓ Ethics & Anti Corruption



People Prosperity:

- ✓ Human Right
- ✓ Occupational Health & Safety
- ✓ Community Development
- ✓ Human Capital Development



EPG SUSTAINABILITY FRAMEWORK

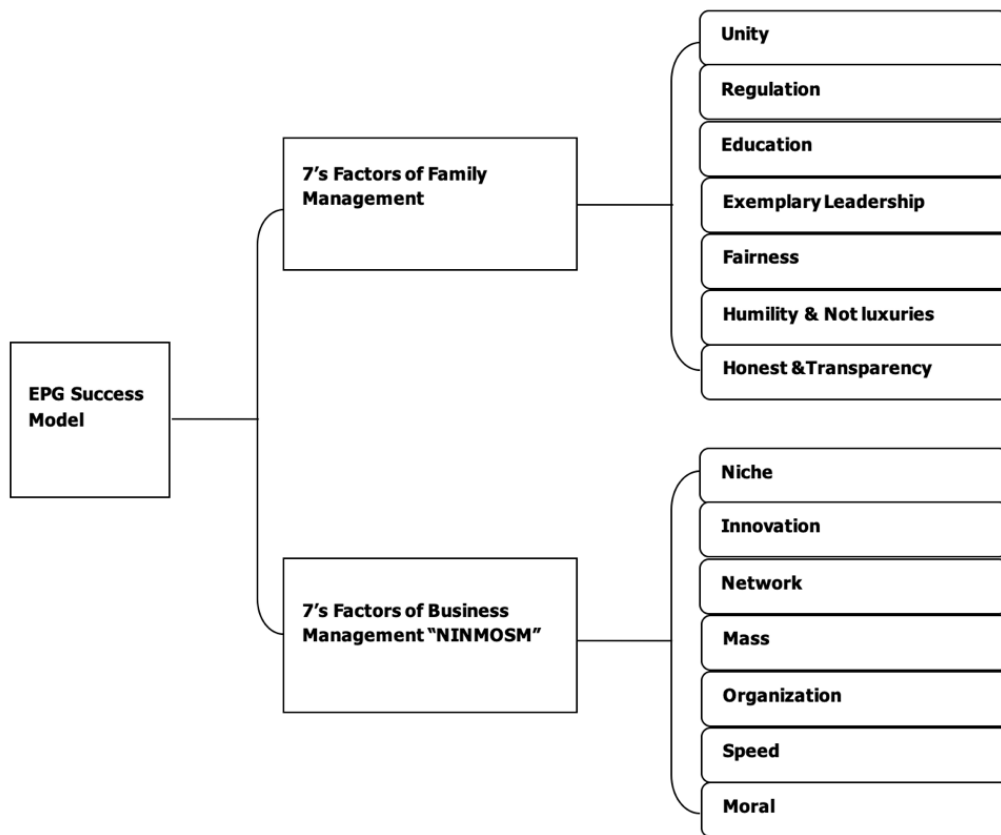


Green Planet:

- ✓ Environment Impact Management
- ✓ Eco Efficiency
- ✓ Climate Resilience

Sustainable Growth Principles and Guidelines (Disclosure 102-16)

For more than 45 years, EPG has experienced consistent and long-term growth. We've also adopted a "**Create a moral organization with quality management**" strategy based on the "**EPG Success Model**," which blends 7 family management principles with 7 business management principles. We aim to create happiness for all stakeholders while creating a good society both inside and outside the organization. As a result, EPG has been able to grow consistently and powerfully, as well as successfully deal with changing situations and problems, thanks to the confidence and faith of all sectors.



In addition, EPG has adopted the United Nations Sustainable Development Goals (SDGs), circular economy and other sustainability and social responsibility standards, such as the Stock Exchange of Thailand's Sustainability Assessment Criteria, ISO Standard Eco Industrial Plant Criteria, the CSR-DIW award criteria of the Ministry of Industry, incorporating them into the company's sustainable development guidelines and improving policies, management standards and practices, as well as research innovations to reduce negative impacts on stakeholders, society and the environment and create balanced and sustainable value for all stakeholders (Disclosure 102-16).

Sustainable Strategy



<p><i>Take a lead in Creating Innovation Products and Service</i></p>	<p><i>"Focus on creating futuristic products using innovations in manufacturing and information management, as well as modern technologies to improve people's quality of life while reducing their impact on society and the environment."</i></p> <p>EPG believes that innovation is a key driver for sustainable success for the organization. We value and invest in research and innovation development, information management system and the development of innovative products and services of the core business to effectively analyze and address the needs of changing customers and consumers in order to gain competitive advantage by inventing innovative products that are unique to the company, with outstanding features and international recognition of quality and standards. As a result, EPG is prepared to deal with any risks that may arise in the future.</p>
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<p>Strive For innovative Organization</p>	<p><i>“Striving to build an innovative organization that is the center of polymer and plastic knowledge innovation and management, as well as fostering the development of human talent and creating a culture of learning and generating innovation in the company and offering opportunities to express potential. We provide fresh ideas for attracting sustainable business innovations.”</i></p> <p>EPG understands the value of technology and innovation and the risks of not having enough of either to support core business operations. As a result, we focus on investing in its subsidiaries' potential and capabilities in researching and developing business innovations, developing products, hiring knowledgeable researchers to research and develop new products and improve production processes to make them more efficient, and seeking out innovative partners to collaborate on innovation. Furthermore, EPG aspires to be a forward-thinking company by pushing its employees to be creative and show off their abilities. EPG's products have been superb and competitive throughout the past year of continuous operation.</p>
<p>Enhance Partnership to Establish Co-Value Creation for Sustainable Business</p>	<p><i>“ Enhance relationships with key stakeholders such as partners, customers, employees, communities to create shared value between the company and stakeholders in order to grow their business together and live together sustainably.”</i></p> <p>EPG focuses on all stakeholders' participation to support long-term growth, linking and building engagement to understand their needs, problems, and expectations, as well as creating shared values for the benefit of all parties in order to continue to grow and coexist in the future.</p>

Stakeholders

Our EPG group commitment "**Creating A World In Harmony with Technology and Innovation**" aims to develop technologies and innovate in ways that support and advance people's quality of life while strictly maintaining the environment, encouraging the industry to coexist with communities in a quality manner, and improving relationships and partnerships with key stakeholders in order to create shared value between the company and stakeholders in order to grow business together and coexist sustainably.

EPG recognizes the importance of stakeholder engagement. As a result, the Sustainable Development Policy has been developed and adapted to communicate with stakeholders using the AA 1000 Stakeholder Standard (AA1000SES) based on the principles of inclusivity, materiality, and responsiveness. The company has integrated stakeholder's management results in order to satisfy their needs and desires, as well as to generate value for all stakeholders in a fair manner.

Stakeholders' engagement (Disclosure 2-29)

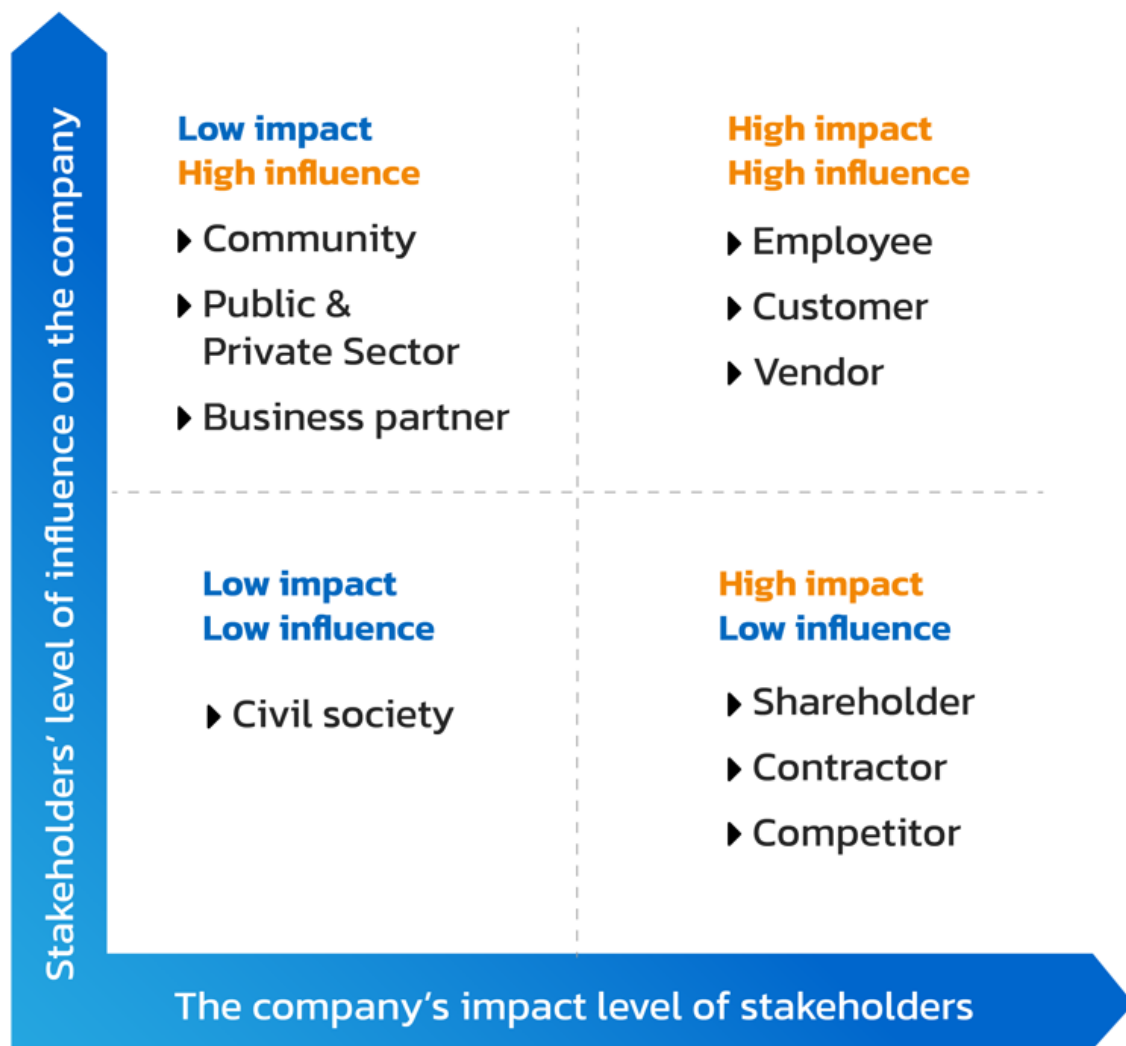
1. Stakeholders' analysis

We have reviewed stakeholder analysis, identification, and prioritization annually.

- Stakeholder identification, EPG consider those who have been positively and negatively impacted by the business and those who have influenced or affected their business. It is classified into internal and external groups. In fiscal year 2023/2024, EPG classifies stakeholders into 10 groups: employees, shareholders, customers, vendors, business partners, contractors, public and private sectors, communities, competitors, and civil society. (Disclosure 102-40)



- The stakeholders' prioritization considers the company's impact level of stakeholders and the stakeholders' level of influence on the company



2. The assignment of person in charge and its engagement guidelines

EPG identifies the individuals responsible for each stakeholder and their engagement guidelines, as well as how to systematically explore stakeholders' needs and expectations through various communication channels and operated by agencies involved in each stakeholder under the coordination of the Sustainable Development Working Group to ensure full coverage.

3. Key issues analysis and selection from stakeholders

EPG analyzes the relevance, importance, impacts, challenges, opportunities, and linkage of the business to define the company's material sustainability issues by gathering expectations, needs, concerns, and opinions from key stakeholders.

4. Stakeholders' response

EPG reacts to stakeholders in various forms in a balanced and reasonable manner.

Stakeholders	Practices (Disclosure 102-43)	Needs and expectations (Disclosure 102-44)	Business's response
Employee	1. Annual employee meeting 2. Annual employee satisfaction and engagement survey 3. Annual performance assessment 4. Monthly employee meeting 5. Communication via email and social media 6. Publication on website 7. Employee complaint channels	- Appropriate compensation and benefits	- Competitive compensation and benefits
		- Job stability and career progression	- Set up employee's career path in the fields or cross-functions.
		- Fair Performance Assessment	- Improve the efficiency of performance assessment.
		- Treatment of employees with human rights principles	- Establish human rights policy. - Promote fair treatment to all employees based on human rights principles.
		- Work Safety	- Provide adequate equipment and create a safe environment.
		- Skill, knowledge, and competency development	- Define training programs for each employee. - Provide training courses that meet their needs and business plan.
Customer	1. Customer meeting 2. Customer satisfaction survey 3. Customer relations activities 4. Company visit 5. Communication via email and website social media 6. Publication on website 7. Complaint channels	- Innovative products	- Develop innovative products that respond to customer business changes and consumer behavior.
		- Quality of products and services	- Continuously develop and improve production processes to be more efficient for high quality production in a reasonable amount of time. - Improve customer service to meet customer needs with speed and efficiency.
		- Personal data protection	- Protect business confidentiality and customer personal data.
		- Laws and regulation compliance	- Responsible for customers and products with laws and
Vendor	1. Vendor meeting 2. Communication via email and website social media 3. Publication on website 4. Complaint channels	- Transparent, fair, and accountable procurement	- Conduct business with good governance principles and business ethics. - Improve procurement policies and practices to ensure sustainability in the supply chain.
		- Cooperation and relationship development	- Develop empowering partner development projects. - Collaborate in research and development of innovative products.

Stakeholders	Practices (Disclosure 102-43)	Needs and expectations (Disclosure 102-44)	Business's response
Business partner	1. Business partner meeting 2. Subsidiaries and associates' companies' directors' meeting 3. Communication via email and website social media 4. Publication on website	– Protect business confidentiality.	– Protect business confidentiality and business partner information.
		– Conduct business with integrity, fairness, and transparency.	– Comply with business ethics. – Create transparent and fair joint venture agreements
		– Compliance with the terms of loan and debenture agreements	– Strictly comply with the terms of loan and debenture agreements. – Disclose accurate and complete financial information.
		– Effective risk management	– Manage corporate risks economically, socially, and environmentally.
Contractor	1. Contractor meeting 2. Communication via email and website social media 3. Complaint channels	– Treat contractors with human rights principles.	– Treat contractors fairly and equally according to human rights principles.
		– Transparent, fair, and accountable procurement	– Conduct business with good governance and business ethics. – Improve procurement policies and practices to ensure sustainability in the supply chain.
Public & private sector	1. Occasional meeting 2. Support on government initiatives 3. Government working group participation 4. Company visit 5. Communication via email and website social media 6. Publication on website 7. Information disclosure as request	– Compliance with laws and regulations	– Strictly comply with laws and regulations.
		– Good Corporate Governance	– Conduct business transparently with good governance. – Transparent disclosure of all operational information
		– Social and environmental impact management from the company's business operations	– Minimize the negative social and environmental impacts from business operations.
		– Corporate Greenhouse Gas Emissions Disclosure	– Prepare greenhouse gas emissions data and certified by international standards.

Stakeholders	Practices (Disclosure 102-43)	Needs and expectations (Disclosure 102-44)	Business's response
Shareholder	1. Annual General meeting of shareholders 2. Investor's Roadshow 3 Quarterly Opportunity Day 4. Communication via email and website social media 5. Publication on website 6. Preparation of form 56-1 One Report and sustainability report	– Good governance and efficiency	– Conduct business transparently in with good governance business ethics. – Comply with laws and regulations. – Transparent disclosure of all operational information
		– Good performance and stable business growth and profitability.	– Continuously develop innovations and innovative products. – Develop production processes using innovation and technology to reduce costs and increase productivity.
		– Effective risk management	– Manage corporate risks economically, socially, and environmentally.
Community	1. Community relations activities 2. Communication via email and website social media 3. Publication on website 4. Complaint channels 5. Company visit	– Job promotion and creation for neighboring communities	– Promote local employment. – Develop community relations projects that promote community development in various areas.
		– Social and environmental impact management from the company's business operations	– Minimize the negative social and environmental impacts from business operations.
Competitor	1. Meetings and conferences with various organizations related to the industry.	– Fair competition and laws compliance	– Conduct business with integrity and business ethics, and compliance with laws and regulations.
Civil society	1. Communication via email and website social media 2. Publication on website	– Create value for society.	– Develop innovative products for society and the environment.
		– Compliance with laws and regulations	– Strictly comply with laws and regulations.
		– Social and environmental impact management from the company's business operations	– Minimize the negative social and environmental impacts from business operations. – Transparent disclosure of all operational information

EPG Sustainability Topics

EPG considered the sustainability issues based on sustainability assessment process from Global Reporting Initiative (GRI) Standards and AA1000 Accountability Principal Standard, focusing on both internal issues and external issues, which embraced stakeholders' importance and influences, economically, socially, environmentally and corporate governance.

Sustainability Assessment Process



1. Identification Identifying sustainability issues by understanding the sustainability landscape relevant to the organization.

In 2023/2024, companies and subsidiaries collaborated to identify key sustainability issues of the new organization, encompassing all activities throughout the value chain. Considering the company's goals and business direction, they analyzed significant trends and other external factors that could positively or negatively impact the company's operations, including the potential impacts on the economy, the environment, and people, such as global changes and regional transformations. They also assessed the world's risk trends, criteria set in industry standards, and sustainability assessment models. Key issues of companies in related industries were also gathered. Additionally, the company collected sustainability issues from stakeholders both internally and externally through various appropriate channels and methods, tailored to stakeholders' interests. The number of key issues decreased from the previous consideration of 23 to 19 due to some issues being consolidated.

Corporate Governance and Economic (8 Issue)	Environment (5 Issue)	Society (6 Issue)
1. Good Governance	9. Energy Efficiency	14. Employee Engagement and retention
2. Ethic and Anti-corruption	10. Environmental Impact Management	15. Human Resource development
3. Risk Management	11. Water Management	16. Occupational Health and safety
4. Data Security	12. Climate Change Adaptation	17. Product Responsibility
5. Innovation and Process Development	13. Greenhouse Gas Emission	18. Community development
6. Innovation Products and services		19. Human Rights
7. Customer Relationship and Engagement		
8. Supply Chain Management		

2. Assessing the impact of sustainability issues on the company and stakeholders.

The company evaluates the importance and impact of sustainability issues in two levels:

1. The company assesses the level of importance of sustainability issues to the organization by considering their impact on the company's business operations, financial performance, operational processes, strategies, reputation, and legal compliance.
2. The company evaluates the level of impact of sustainability issues resulting from its business operations on stakeholders or the decisions of stakeholders on the company's business operations.

3. Prioritization

The company categorizes sustainability issues into 3 levels based on their importance to the organization and their level of influence on stakeholders. These levels are: high importance, medium importance, and low importance. The company then ranks the 19 key issues according to their importance using the principle of Double Materiality and places them in a Materiality Matrix following the guidelines of the Global Reporting Initiative (GRI standards).

The vertical axis (Y-axis) represents the level of impact on the economy, the environment, and people (including stakeholders).

The horizontal axis (X-axis) represents the level of importance of the issue to the company or the level of impact from the company's operations on the economy, society, and the environment concerning that issue.

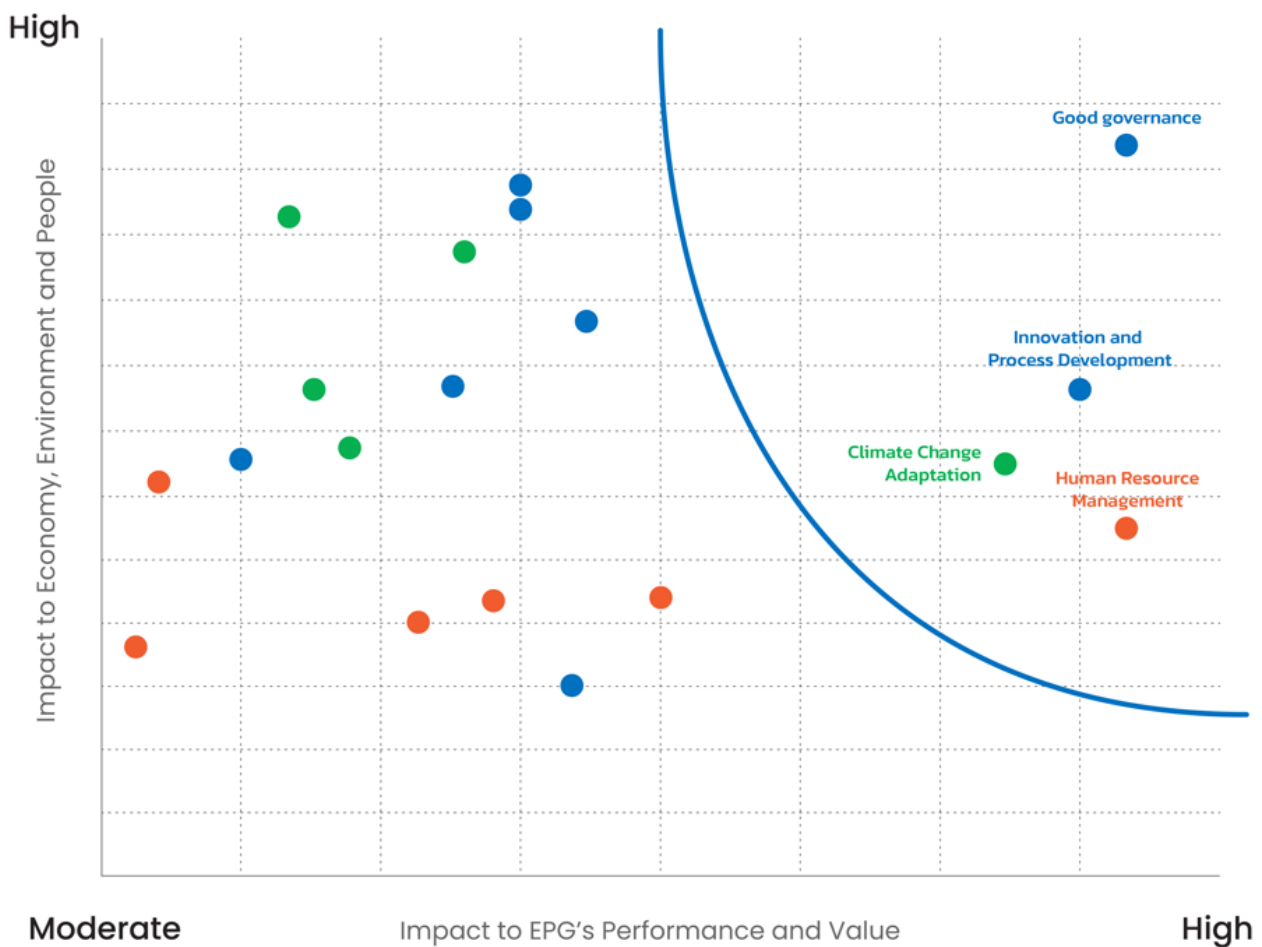
4. Reasoning

The 19 key materiality issues have been approved by the board of directors and the CEO (Disclosure 102-32). Among these, four strategic priorities have been identified: good governance, innovation and process development, human resource management, and adaptation to and opportunity creation from climate change. The management has been

tasked with addressing both the strategic priorities and ongoing sustainability issues. However, the company has not yet defined performance indicators for operations and linked them to the performance evaluation of relevant managers and employees. This will be addressed by the company in the future.

The company mandates an annual review of key sustainability issues by the Sustainable Development Task Force and the company's board of directors to adapt them appropriately to changing external circumstances or organizational contexts. This review includes addressing issues of concern to stakeholders.

Key sustainability issues (Disclosure 102-47)



However, to align the reporting with the Securities and Exchange Commission of Thailand's organizational sustainability assessment guidelines, the company also discloses additional management approaches and performance outcomes regarding other significant sustainability issues at a lower level beyond the high-level issues.

The sustainability issues that are of secondary importance (vertical on the left-hand side) are part of the four key strategic sustainability issues (horizontal).

Materiality Issue	Corporate Governance	Innovation for sustainable growth	People Management	Climate resilience / Strategy
Ethic and Anti-corruption	✓			
Risk Management	✓	✓	✓	✓
Data Security	✓		✓	
Quality of product and services	✓	✓	✓	✓
Customer Relationship and Engagement	✓	✓	✓	
Supply Chain Management	✓	✓	✓	✓
Human Resource development	✓	✓	✓	✓
Occupational Health and safety	✓		✓	
Product Responsibility	✓	✓		✓
Community development	✓			
Human Rights	✓		✓	
Energy Efficiency	✓	✓		✓
Waste Management	✓	✓		✓
Water management	✓	✓		✓
Greenhouse gas emission	✓	✓		✓

Materiality Topics and performance disclosure (Disclosure 102-47)

Chapter	Materiality Topics	Scope of impact		GRI Topics	Topic-Specific Disclosure	Pages	SDG Targets
		Internal	External				
Economic	Corporate governance for sustainability	Employee	Shareholder	GRI 102 General Disclosure	102-18 Governance Structure and Composition 102-20 Highest Governance Body's Competencies and Performance Evaluation 102-27 102-28	44-47	16.3/16.5
	Code of conduct and regulatory compliance	Employee	Shareholder Vendor Business Partner Contractor	GRI 205 Anti-corruption 2016	205-2 Communication and training about anti-corruption policies 205-3 Confirmed incidents of corruption and actions taken	48-51	16.3/16.5
	Risk Management	Employee	Shareholder	Risk Management	EPG Indicator Proportion of business units with ESG risk management plan	52-58	8.2/ 16.7
	Enhancing Products and Services to Drive Sustainable Growth	Employee	Customer	Enhancing Products and Services to Drive Sustainable Growth	EPG Indicator Quality assurance and standards of products and services	60-63	
	Enhancing Products and Services to Drive Sustainable Growth	Employee	Customer	Enhancing Products and Services to Drive Sustainable Growth	EPG Indicator Customer Satisfaction Score	60-63	
	Cyber security and data security	Employee	Shareholder Vendor Business Partner	GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	64-66	16.3/ 16.10
	4.Data Security						

Chapter	Materiality Topics	Scope of impact		GRI Topics	Topic-Specific Disclosure	Pages	SDG Targets
		Internal	External				
Economic	Innovation	Employee	Customer Vendor Business Partner	Innovation Management	EPG indicator จำนวนผลิตภัณฑ์นวัตกรรมที่ออกจำหน่าย ต่อปี	67-70	8.2/ 8.3/ 8.4/ 9b
	Sustainable supply chain management	Employee	Vendor Business Partner	GRI 204 Procurement Practices 2016	204-1 Proportion of spending on local suppliers	71-72	5.2/ 8.3/ 8.7/ 8.8
				GRI 308 Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		
				GRI 414 Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		

Chapter	Materiality Topics	Scope of impact		GRI Topics	Topic-Specific Disclosure		Pages	SDG Targets
		Internal	External		EPG indicator	Number of standard values violations		
Environment	การปรับตัวและสร้างโอกาสจากความเสี่ยงภูมิอากาศ	Employee	Community	Environmental Impact Management	EPG indicator		74-77	
	9. Energy Efficiency	Employee	Community	302 Energy 2016	302-1	Energy consumption within the organization	80-82	
					302-3	Energy Intensity	80-82	
		Employee	Community	305 Emissions 2016	302-3	Energy Intensity		
	13. Greenhouse gas emissions				305-2	Energy indirect (Scope 2) GHG emissions	90-93	7.2/ 7.3/ 12.2/ 13.1
					305-3	Other indirect (Scope 3) GHG emissions		
	10. Sustainable waste management	Employee	Community Vendor	306 Waste 2020	306-3	Waste generation	83-86	12.4/ 12.5
					306-4	Waste diverted from disposal		
					306-5	Waste directed to disposal		
	11 Water management	Employee	Community	303 Water and Effluents 2018	303-3	Water Withdrawal	87-89	6.3/ 6.4/ 12.2
					303-4	Water discharge		
					303-5	Water Consumption		

Chapter	Materiality Topics	Scope of Impact		GRI Topics	Topic-Specific Disclosure	Pages	SDG Targets
		Internal	External				
Human resource management	14. Human resource management	Employee		GRI 401 Employment 2016	401-1 New employee hires and employee turnover 401-3 Parental leave	95-102	5.1/ 8.5/ 10.3
Human resource development	15. Human resource development	Employee		GRI 404 Training and Education 2016	404 -1 Average hours of training per year per employee	95-102	4.4/ 8.2/ 8.5
Human Rights	19. Human Rights	Employee	Community Customer Vendor	GRI 412 Human Rights Assessment 2016	412-2 Employee training on human rights policies or procedures	103-106	8.7/ 8.8 /10.2/ 10.3
Health and safety	16. Health and safety	Employee	Vendor Community	403 Occupational Health and Safety 2018	403-9 Work-related injuries	107-112	3.4/ 3.9/ 8.8/ 16.1
Community development	18. Community development	Employee	Community	413 Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	113-118	3.4/ 3.6/ 4.4/ 4.5/ 4.b/ 6.6/ 8.3/ 15.2/ 15.4/ 17.17
Customers' responsibility and product stewardship	17. Customers' responsibility	Employee	Customer	GRI 416: Customer Health and Safety 2016	EPG indicator The number of product safety complaints or the impact of product use.	60-63	

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Governance

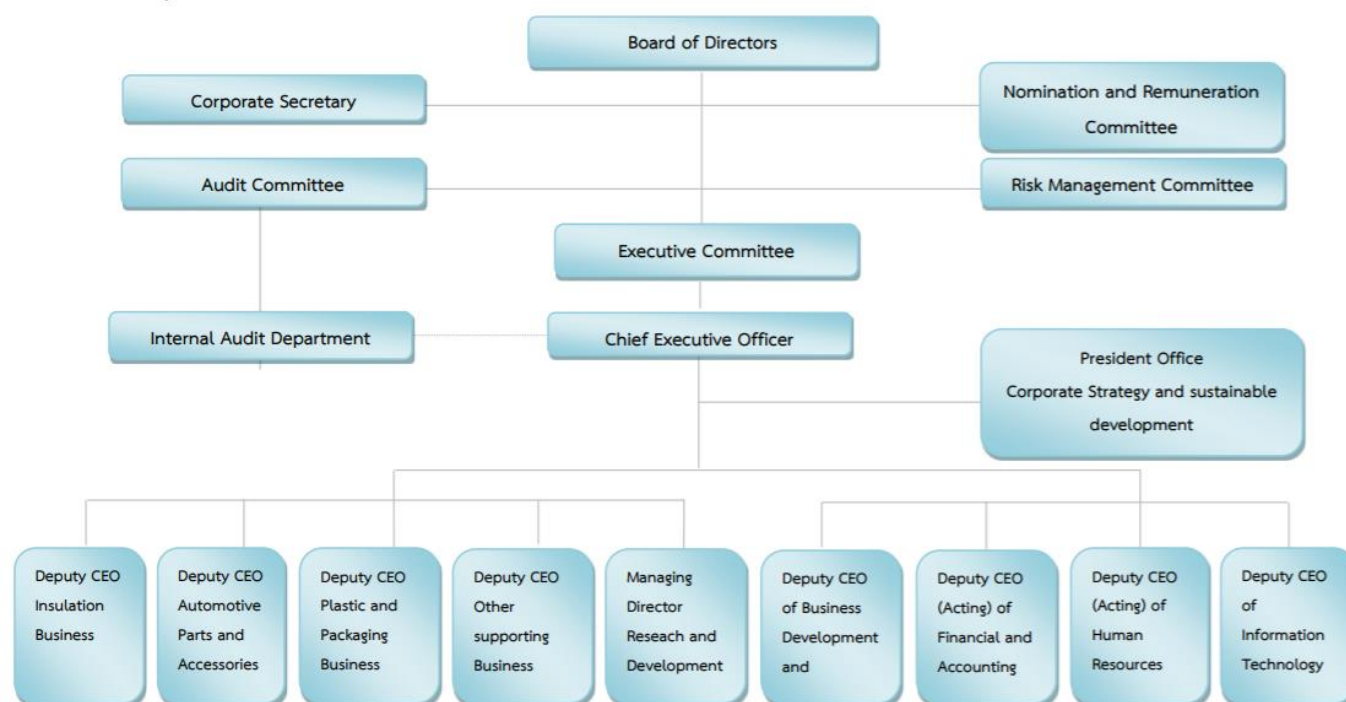
Corporate Governance for Sustainability

The company firmly believes that good corporate governance is the foundation and a critical mechanism for ensuring sustainable long-term growth. It places great importance on effective and ethical corporate governance practices to conduct business in accordance with the company's objectives, laws, regulations, business ethics, policies, and corporate governance principles. This includes transparent and fair organizational management, accountability to all stakeholders, and creating shared value for society while promoting comprehensive environmental governance. These efforts will enable the company to truly become a sustainable organization.

Corporate Governance Guidelines

The company is committed to conducting business with responsibility, transparency, and fairness to all stakeholders, including environmental responsibility. It strives to ensure that the company's board of directors, executives, and employees adhere firmly to ethical principles and follow good corporate governance practices. The company has developed a Good Corporate Governance Policy based on the Corporate Governance Code for Listed Companies in 2017 by the Securities and Exchange Commission and the Stock Exchange of Thailand to guide its operations. Additionally, it has established an efficient and transparent management system that is auditable and promotes and supports all employees to work with a sense of responsibility towards all stakeholders and undergo continuous development. This fosters trust and sustainability in both the business and society as a whole.

The company has structured governance oversight for organizational sustainability (Disclosure 2-9) as follows:



As the organization's leader, the Board of Directors is responsible for establishing the company's vision, direction, mission, strategy, and oversight of business operations in order to achieve the company's main objectives and goals, as well as overseeing economic risk management and encouraging the company to grow and create long-term value while fostering trust and credibility among all stakeholders.

The company's board of directors consists of a total of 10 members, divided into 5 independent directors, including 1 female, and 5 executive directors. The chairman of the board is an independent director. The number and qualifications

of independent directors comply with the criteria set by the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). All directors have undergone a selection process considering legal qualifications and criteria set by the SEC. The nomination and remuneration committee has established criteria and processes for selecting effective directors to ensure that the board comprises diverse individuals with qualifications, knowledge, abilities, and experiences suitable for efficiently overseeing the company. Quarterly board meetings are held to monitor performance.

The Board of Directors' Performance Assessment (Disclosure 2-18)

EPG has required annual evaluations of the performance of all board members and sub-committees, both in the form of individual director assessments and evaluations of faculty directors, in order to ensure effective corporate governance, by updating information from the Stock Exchange of Thailand's assessment form. The assessment results and recommendations will be utilized to strengthen and enhance the board's responsibilities in order to make them more efficient and in the best interests of EPG and its stakeholders.

	The Board of Directors		Sub-Committee	
	Each team	Individual	Each team	Individual
Performance Assessment 2022/2023	"Excellent"	"Excellent"	"Good-Excellent"	"Good-Excellent"

The Board of Directors' capacity development (Disclosure 2-13)

EPG encourages the Board of Directors to participate in national and regional trainings and activities in order to apply their expertise and experience to the organization's advantage.

In the financial year 2023/24, there was development in the capabilities of the company's board of directors as indicated in Form 56-1 One Report dated March 31, 2567, under section 8.1.1 on the recruitment, development, and evaluation of the board's performance.

Details of good corporate governance and organizational structure can be found in Form 56-1 One Report dated March 31, 2567, which is available at <https://investor.epg.co.th/en/home> in the investor documents section.

Corporate Governance for Sustainability



To ensure corporate sustainability, EPG places a high value on collaboration from all aspects of the business. Executives and employees have both contributed to the development of a solid understanding and corporate culture, as well as the implementation of sustainable work.

For EPG to fulfill its objectives and goals, the Board of Directors mandates that policies, goals, and sustainable development frameworks be established to follow, as well as that progress and sustainability performance be monitored. The Board of Directors is in charge of managing missions that are vital to the organization's long-term sustainability, as well as controlling management in accordance with the specified framework and goals. EPG has also formed new sustainable development working group to help the organization's sustainability development efforts move forward in a more tangible and efficient manner. The Sustainable Development Working Group is comprised of executives and representatives from EPG and its subsidiaries, totaling 16 people, with the President Office of Corporate Strategy and Sustainable Development serving as a policy officer from the Board of Directors and the Chief Executive Officers, supervising and working with the Sustainable Development Working Group and reporting to the Chief Executive Officer and the Board of Directors, respectively. The following are the roles and responsibilities of the Sustainable Development Working Group:

- Create development processes and gather data on EPG's and its subsidiaries' sustainability performance. Analyzing important stakeholders in sustainability helps the firm communicate, build awareness, and learn about the issues that matter to stakeholders, which businesses should handle effectively to stay competitive.
- Build understanding with employees to be able to carry out sustainable development tasks in accordance with international standards.
- Present sustainable development goals and performance reports to the Executive Committee and Board of Directors, as well as analyze and evaluate sustainability data toward defined goals to assist EPG in improving operational efficiency, reducing risks, and identifying opportunities to increase revenue or lower operating costs.
- Prepare EPG sustainability reports and monitor, review, and plan for continual performance improvement.

Performance

The board of directors convened once, and the company's board also met once to monitor the sustainability performance and consider improving the corporate governance mechanisms for greater effectiveness.

During this fiscal year, the board reviewed the Business Code of Conduct and good corporate governance policies and found them to cover current processes, with adjustments made for accuracy and completeness of information. Consequently, it was resolved and approved to adopt the Business Code of Conduct (revised on 18 March, 2021) and the Good Corporate Governance Policy (revised on 12 February, 2024). This decision aims to promote ongoing development and sustainable value creation for the company's future. Additionally, there were updates made to the company's anti-corruption policy to align with the assessment framework and enhance the anti-corruption system, version 4.0.

Revised Policy 2023/24
Code of Conduct
Good Corporate Governance
Anti-Corruption

Furthermore, the company supports ongoing training and review of courses related to organizational sustainability development. It actively participates in sharing knowledge about its sustainability practices with external organizations.

In 2023/24 the company has progress as follow

- The board of directors' meeting included an agenda item to acknowledge circulars regarding the training on understanding the roles and responsibilities of board members, as well as a circular regarding training on understanding the roles and responsibilities of audit committee members.
- The Thai Institute of Directors Association invited Dr. Pawat Vitoorapakorn, Chief Executive officer of EPG, to be a speaker on the topic "The Board's Responsibility: Driving Sustainability and ESG Initiatives." The session aimed to provide insights and discuss the important aspects of ESG (Environmental, Social, and Governance) perspectives, business adaptation to ESG trends, and the board's role in overseeing sustainability matters. This event was organized by the Thai Institute of Directors Association.
- The company conducted a presentation on the topic "How does ESG help drive sustainable growth for organizations?" at the 9th edition of the GURU SHORT TALK event in 2023, for employees.
- The company organized an annual academic seminar in 2567 with the theme "Creating Sustainability Towards a Secure Future" (ESG) for management-level employees.
- Employees were assigned to attend the ASEAN CG Scorecard Coaching event organized by the Securities and Exchange Commission (SEC) and the Thai Institute of Directors Association.
- Dissemination of knowledge regarding good corporate governance is done through the company's Facebook page and newsletters.



Code of Conduct and Laws and Regulations Compliance

EPG understands that doing business that violates the law or contravenes its code of conduct, such as corruption, may directly affect its business operations. EPG's reputation and image have an impact on stakeholders' trust in the company, since they take corporate ethics, anti-corruption, and laws and regulations compliance very seriously. As a result, EPG aspires to do business in accordance with high morality and ethics, and it is accountable to all stakeholders in the supply chain.

Management Guidelines



EPG has announced a policy for good corporate governance and business ethics appropriate to the business environment and in line with generally accepted criteria and requirements, utilizing the principles of good corporate governance of registered companies, as referenced by the Securities and Exchange Act and the Securities and Exchange Commission.

The company's policy for good corporate governance and business ethics defines the standards of behavior and conduct that the company's board of directors, executives, and all employees of the company and its subsidiaries must adhere to in conducting business and performing duties. The company has disseminated its policy for good corporate governance and business ethics, as well as related policies, on the company's internal intranet and websites, to allow the company's executives and employees to study, understand, and use them as guidelines in their work. Additionally, stakeholders such as partners, customers, and communities are informed of the company's business practices in general.

EPG's policies and business code of conduct must be followed by the Board of Directors, executives, and employees. Executives at all levels should act as role models for employees, focusing on moral and legal practices, adhering to strict regulations, conducting business responsibly for the company's stakeholders, and promoting values of integrity and anti-corruption, all of which should be firmly embedded in the company's culture.

The detailed policies for good corporate governance, business ethics, and anti-corruption policy can be found on the company's website under the Corporate Governance section. Please follow the link provided below:

Corporate Governance Policy

https://www.epg.co.th/wp-content/uploads/2021/05/EPG-CGPolicy_TH-20200519.pdf

Code of Conduct

<https://www.epg.co.th/wp-content/uploads/2021/05/BusinessCodeofConduct210331-TH.pdf>

Anti-Corruption Policy

https://www.epg.co.th/wp-content/uploads/2023/03/Anti-CorruptionPolicy_TH.pdf

Knowledge Communication

- EPG mandates that agencies keep track of changes and trends in regulatory legislation affecting business operations in order to gather data and assess the risks and potential consequences of such changes.
- EPG has communicated good corporate governance policy and business code of conduct through the intranet and one of the new employee orientation courses to keep executives and employees informed about current information and reduce the risk of operations that violate changing policies, code of conduct, and regulatory laws.
- EPG encourages all relevant employees in EPG and its subsidiaries to learn about best practices in the same way.
- Establish a code of conduct for EPG suppliers and subsidiaries to encourage them to conduct business responsibly in terms of economics, social responsibility, and the environment, in line with EPG policies and code of conduct for quality and sustainable growth. Which can be access via <https://www.epg.co.th/wp-content/uploads/2021/05/SupplierCodeOfConduct210516-TH.pdf>

Anti-Corruption Measures

- Anti-Corruption Governance Structure






- EPG undertakes annual risk assessments, identifying episodes of corruption and corruption risks that may come from activities and have an impact on the business, as well as putting in place procedures to effectively manage each risk component (Disclosure 205-1).
- Supporting and encouraging subsidiaries of EPG Group to become members of the Private Sector Collective Action Coalition against Corruption (CAC). In addition, the subsidiary company, Aeroflex Co., Ltd., has invited key partners to join as members of the Collective Action Coalition (CAC) project to combat corruption and collusion.
- Executives and employees of EPG and its subsidiaries are constantly informed about anti-corruption rules and practices. EPG has provided several communication channels, including annual employee training, new employee orientation courses, anti-corruption talk, self-learning through E-learning, VDO media, company banners, installations displayed on employees' computer screens, intranet publishing, e-mail distribution and company websites, and brochures, etc. to ensure that employees are confident in their ability to combat corruption and to foster a culture of awareness throughout the organization, efforts are being made to instill a sense of conscience in every department, ultimately making it a corporate culture.

- Establish an internal audit department to monitor internal control systems, risk management, and corporate governance, as well as give appropriate recommendations, to assess compliance with anti-corruption measures. The audit was carried out in accordance with the Audit Committee's approved annual audit plan, and the audit's findings and recommendations were reported to the Audit Committee.
- Distribute and communicate anti-corruption and No Gift Policy policies, as well as guidelines for receiving and giving gifts during the festival and on other occasions, to EPG executives and employees, as well as related third parties such as suppliers, customers, government agencies, and other stakeholders, to understand EPG policies and the proper manner to receive and give gifts, to avoid conflicts of interest, and to develop excellent business practices with all parties that are fair and transparent.

Whistleblowing and Complaint Handling Process

EPG establishes a "**whistleblowing policy**" and secure communication channels for its employees and whistleblowers or complainants seeking advice, whistleblowing, suggestions, or complaints in the event of any incidents or clues about any wrongdoing that violates the law, regulations, good corporate governance principles, code of conduct, and EPG regulations, including any types of director corruption. EPG imposes protection measures on the rights and safety of such persons, and information from whistleblowers or complainants is kept confidential, limited to those responsible for investigating the complainant's issues. Such complaints will be brought into the complaints handling process set out in the Anti-Corruption Policy, as disclosed on the EPG website under the Corporate Governance Section

	Mr. Pawat Vitoorapakorn Chief Executive Officer	Eastern Polymer Group Public Company Limited Address: 770 Moo 6, Theparak, Muang, Samutprakarn 10270 By addressing, stamping, or specifying text that represents a " confidential document ".
	Mr. Chaiwat Atswintarangkun Chairman of the Audit Committee	
	Mr. Thanachai Santichaikul Audit Committee	
	Mr. Sakarinde Bhumiratana Audit Committee	
	Mr. Pawat Vitoorapakorn Chief Executive Officer	ceo@epg.co.th
	Mr. Chaiwat Atswintarangkun Chairman of the Audit Committee	chaiwat@prospectconsult.co.th
	Mr. Thanachai Santichaikul Audit Committee	thanas.san@gmail.com
	Report a complaint on the EPG website for an online complaint or submit it as a document with a complaint document.	www.epg.co.th



Details of the whistleblowing policy and complaint handling process can be found in the Anti-Corruption Policy, which is available on the company's website under the Corporate Governance section.

Performance in fiscal year 2023/2024

- Rated “Excellent” in the corporate governance report of Thai listed companies 2022 by the Thai Institute of Directors Association (IOD)
- Scored 99 points in the evaluation of the quality of annual general meeting of shareholders for 2023 (AGM Checklist).
- The subsidiary company has been awarded a certificate of membership in the "Thai Private Sector Collective Action Coalition Against Corruption" (CAC). The CAC is a project aimed at combating corruption, organized by the Thai Private Sector Collective Action Coalition Against Corruption Committee.
- The company is rated “AA” in SET ESG Rating 2023 by the Stock Exchange of Thailand
- All new employees (100%) have undergone training on good corporate governance, business ethics, and anti-corruption policies as part of the orientation program. This training ensures that they have accurate knowledge and understanding of the company's policies and business ethics, as well as the proper procedures for controlling and preventing corruption. (Disclosure 205-2)
- The executives and employees of Eastern Polymer Group Public Company Limited and Aeroflex Company Limited, at 71% and 100% respectively, have undergone training and testing to assess their knowledge and understanding of anti-corruption and anti-collusion measures for the fiscal year 2023/2024. All employees have passed the testing according to the specified criteria (100%).
- In 2023/2024, EPG received no substantial whistleblowing or corporate governance complaints and no allegations of corruption, (Disclosure 205-3), and no incidents of violations or compliance with the law were found in economic and social regulations (Disclosure 419-1), and environmental regulations (Disclosure 307-1) and no large fines for both EPG and its subsidiaries.



Risk Management

To fulfill its goals, vision, mission, and goals, risk management is an important component of corporate governance. In response to rapid changes in the current environment and future problems, systematic and effective risk management reduces the possibility of risks and their impact on enterprises, while also increasing management efficiency. This also enables EPG to see business prospects that will contribute to the production of value and added value for all stakeholders, as well as boost competitiveness and enable the company to expand steadily and sustainably.

Management Guidelines

EPG understands the importance of risk management and is committed to advancing risk management in all aspects of all organizations' value chains. Apart from economic risks, EPG focuses on sustainability risks, which include environmental issues, in order to reduce the likelihood and impact of adverse or uncertain events arising from changes in the business environment that could jeopardize the company's objectives and goals, and manage risk to a level that EPG can accept in order to operate in accordance with the specified strategic plan.

EPG has established a "**Risk Management Policy**" and Risk Management Manual for EPG group, which was review yearly to reflect current circumstances. We have adopted the risk management framework from the Committee of Sponsoring Organizations of the Treadway Commission (COSO), both version COSO ERM 2004 (Integrated Framework) and version COSO ERM 2017 (Enterprise Risk Management Integrating with Strategy and Performance) to guide the corporate risk management and manage risks at all levels and link throughout the EPG Group. In addition, the subsidiary has also implemented risk management in accordance with ISO9001:2015 quality management system. (Disclosure 102-11)



Since EPG is committed to fostering risk management as a corporate culture, we require monitoring and responsibilities to manage risks as part of EPG's company-wide management. Personnel at all levels are accountable for managing the corporate risks from the boardroom to the front lines.

The Board of Directors is largely responsible for supervising corporate risk management to ensure that the company runs smoothly. As a result, the Board of Directors has established the "Risk Management Committee" as a sub-committee to oversee EPG risk management and that clearly outlines the Risk Management Committee's scope and responsibilities. Executives and employees at all levels must understand and acknowledge the significance of risk management, as well as take responsibility for risk management operations in their respective units. The EPG standard practices are used as part of its regular operations.

The operational framework of risk management is as follows:

1. Corporate Level

The following are the members of the person in charge of managing the corporate risks or EPG corporate level, which includes the Risk Management Committee, Executive Committee, and Risk Management Units.

1.1 The Risk Management Committee, which consists of 5 members, should submit the report to the Board of Directors. Each business unit of the Company has 2 independent directors has experienced professionals with knowledge and expertise in risk management, executive directors and director for each subsidiaries totaling 3 directors. The Risk Management Committee meets at least once a month.

1.2 Executive Committee is a sub-committee of the Board of Directors made up of 9 directors who are responsible for considering, moderating, expressing opinions on, and advising the risk management authorities on the company and its subsidiaries.

1.3 The risk management unit is part of the internal audit unit, which reports directly to the Executive Committee and the Risk Management Committee on risk management issues. The risk management unit is responsible for providing advice, collecting risk data, coordinating, and ensuring that risk management is conducted according to the established framework.

2. Business Unit Level

The business unit level refers to the individuals responsible for risk management within each subsidiary company that is a core business of the parent company. This includes eroflex Co., Ltd. (AFC), Aeroklas Co., Ltd. (ARK) and Eastern Polypack Co., Ltd. (EPP), as well as EPG Innovation Co., Ltd. (EIC), and coordinate with the risk management units of EPG.

The following are the company's risk management procedures:



The company conducts regular reviews and assessments of the opportunities and impacts of key risks. This is done through collaborative meetings between the risk management unit and the respective risk owners within each department. These meetings aim to evaluate current risk issues and identify potential future risks arising from both domestic and international economic, geopolitical, environmental, societal, and technological factors. The company analyzes and assesses risks in all dimensions that could affect its business operations, establishes Key Risk Indicators (KRIs), develops appropriate risk management plans, and tracks the effectiveness of risk control measures. Monthly reports are submitted to the risk management committee to keep them informed of the ongoing risk management efforts.

Performance

Thailand and the rest of the world undoubtedly experience significant social and environmental changes in fiscal year 2023/2024, which have an impact on businesses and the global economy. For example, geopolitical tensions between Russia and Ukraine, ongoing trade disputes between China and the United States, conflicts between China and Taiwan, the Israel-Hamas conflict, the Red Sea geopolitical tensions, rapid global temperature changes leading to increased natural disasters, the issue of waste management evolving into a conservation and environmental movement, policies promoting electric vehicles to reduce air pollution, increasing inflation rates prompting several countries to raise interest rates for control, and banking sector crises etc. Therefore, EPG has mitigated the risks by assessing the potential of a negative impact on all firms and stakeholders and developing a business continuity management plan to ensure the company's continued operations. In addition, EPG encourages employees to understand business risks and potential changes inside the organization to prepare for the impact of these risks so that everyone can work together to help the company succeed in difficult times.

Corporate Risk Management

EPG classifies risks into 6 categories: 1) Strategic Risk, 2) Operational Risk, 3) Financial Risk, 4) Compliance Risk, 5) ESG Risk, and 6) Emerging Risk

In the past year, the company has monitored various domestic and international situations to assess the risks and potential impacts on its business more comprehensively. Additionally, it has refined its organizational risk management plans to be more suitable and aligned with the nature of its business, the economy, and the evolving situations and Business Continuity Plan (BCP) reports are presented at board meeting to address significant risks.

The company has assessed key organizational risks according to its strategic plans and objectives. The summarized details of the risk issues and risk control measures can be found in the Form 56-1 One Report for the fiscal year 2023/24 under the Risk Management section.

<https://epg.listedcompany.com/misc/flipbook/index.html?id=257392>

Type of Risk (Disclosure 102-29)	Economic risks	Environmental risks	Social risks	Corporate governance risks
Strategic Risk	<ul style="list-style-type: none"> - Risks from dependence on industry doing business - Risk from expansion of investment and production capacity in foreign countries - Risks from the use of competitive pricing strategy to compete by competitors 	-	-	-
Operational Risk	<ul style="list-style-type: none"> - Risks from raw material supply and fluctuating raw material prices - Risk from termination of contracts or not receiving new contracts from major partners - Risks from damages as a result of problem in product's quality. - Risks from expiration of subsidiaries / associated companies' patents. - Risks from changing of technologies 	<ul style="list-style-type: none"> - Risks of possible loss of income or business performance from the incurrence of unavoidable calamity and natural disaster to factories or machines of the company 	-	<ul style="list-style-type: none"> - Risks from Dependency on Executives and personnel with professional expertise in specific field
Financial Risk	<ul style="list-style-type: none"> - Risks from currency exchange volatility 	-	-	-
Emerging Risk	<ul style="list-style-type: none"> - Risks from Geopolitical tension - Economic Recession Risk 	<ul style="list-style-type: none"> - Risks from the uncertainty in sourcing raw materials and sales due to extreme weather conditions can be significant - Risks from the intensity of regulatory changes or laws due to climate change can be substantial 	-	-

Emerging Risk (Disclosure 102-29)

EPG discovered major emerging threats that could have an effect on its business operations. There are four areas of risk in the next 3-5 year include; the risk from geopolitical tension, risks from the uncertainty in sourcing raw materials and sales due to extreme weather conditions can be significant, risks from the intensity of regulatory changes or laws due to climate change can be substantial and economic recession risk. Even though it may not currently significantly impact the overall operations of the company, the company is aware of its importance and has designated it as a risk to monitor, assess, and closely measure in the future. This includes identifying the risk and measures for risk management concerning the new emerging risks, such as:

1. Risks from Geopolitical tension

The company foresees that the future political tension could escalate and impact the global financial and economic system which could result in company's operation, supply chain or increase in operating cost which interim impact company profitability.

Management Guidelines

The company manages risks by closely monitoring the situation and analyzing events that are expected to impact its business operations. This helps in preparing plans to mitigate potential impacts. For instance, the company engages with multiple suppliers, both domestic and international, to reduce reliance on any single supplier or region. Moreover, it seeks to expand its customer base across various countries globally to lessen dependence on customers from a single country or region.

2. Risks from the uncertainty in sourcing raw materials and sales due to extreme weather conditions can be significant

The increased release of greenhouse gases since the past until now has led to changes in weather patterns, resulting in global warming. This, in turn, has environmental and natural disaster implications. Events such as polar ice melting, rising sea levels, prolonged heatwaves, El Niño-induced droughts, floods, and storms in various countries. These events can impact supply chains disruption, raw material sourcing, consumption, and sales of the company.

Management Guidelines

The company monitors events related to global warming both domestically and internationally, especially in countries that are key customers and suppliers. It assesses the level of risk and implements risk management measures concerning procurement, stock levels of raw materials, product sales, and operations. Additionally, it analyzes the trends and possibilities of various issues that may arise due to global warming, which could affect the company's operations, and creates opportunities in times of crisis, such as developing products to accommodate global temperature changes, responding to customer needs, or expanding the market to various regions worldwide, etc.

3. Risks from the intensity of regulatory changes or laws due to climate change can be substantial

Currently, there is global recognition of environmental issues, particularly the significant impact of climate change on individuals in society and the industrial sector. Concerns such as plastic waste and industrial greenhouse gas emissions are

recognized as root causes of global warming. These issues are widely acknowledged as critical problems that urgently require solutions. Governments and organizations worldwide, including in Thailand, have set goals to reduce greenhouse gas emissions. There have been campaigns to reduce and eliminate the use of single-use plastics and replace them with environmentally friendly packaging. Moreover, some countries have implemented control measures such as new legislation or increased taxes on single-use plastics to reduce plastic usage and protect the environment. These measures can directly impact companies involved in the production and distribution of single-use plastic packaging for beverages and food. They may experience a direct impact on sales due to these regulations.

In addition, within the European Union (EU), which places great importance on reducing greenhouse gas emissions, the Carbon Border Adjustment Mechanism (CBAM) has been introduced as a significant measure of the European Green Deal to prevent the importation of high greenhouse gas emitting products into the EU. This mechanism will be enforced starting from the year 2026 onwards. The automotive industry is one of the targeted sectors, affecting companies involved in the manufacturing and distribution of automotive parts and accessories. If companies fail to control and reduce greenhouse gas emissions according to the specified requirements, they will not be able to sell their products within the European Union. Furthermore, the rapid development of electric vehicle technology and the increasing trend towards electric vehicle usage to reduce dependence on fossil fuels and air pollution may have long-term implications for companies involved in the production and distribution of automotive parts and accessories if they do not adapt their products to meet the changing demand.

Management Guidelines

The company is environmentally conscious and prioritizes environmental stewardship. They have implemented various initiatives, including; Developing sustainable environmental development policies and closely monitoring environmental trends and regulatory changes. Setting targets for efficient energy use and conducting carbon footprint assessments for the organization and its products. Promoting the use of renewable energy by installing solar panel systems on rooftops. Continuously improving manufacturing processes to reduce greenhouse gas emissions based on the suitability of each business segment. Investing in research and development to innovate and create value-added products that meet future customer and consumer demands. Our plastic packaging business conduct research and development to reduce plastic usage in packaging, investing in products that degrade quickly, and applying circular economy concepts to complete the business cycle. Our automotive parts and accessories also conduct research and development to produce lightweight products that support the use of electric vehicles, thereby reducing vehicle weight, energy consumption, and carbon dioxide emissions. Furthermore, the company delegates sub-teams within each company to regularly monitor operations and officially report results to the sustainable development team at least once a year.

4. Economic Recession Risk

The company distributes products both domestically and internationally. Economic downturns arise from various factors, including persistent repercussions from the Geopolitical risk; Russia-Ukraine conflict, Middle East conflict, the impacts of Zero-Covid policies, and the real estate crisis in China. Additionally, interest rate adjustments and monetary policies aimed at controlling inflation have led to higher consumer goods prices, increased household debts, and tighter credit lending. These factors affect supply chains and the expansion of enterprises, contributing to a global economic slowdown that may lead to a recession, ultimately impacting the company's sales.

Management Guidelines

The company has plans to cope with economic fluctuations by controlling operational costs and adjusting sales strategies to align with changing market conditions and competition. It aims to retain existing customers, expand the customer base, and introduce new products. Additionally, it maintains financial flexibility. Furthermore, the company refrains from engaging in trade or investments in countries experiencing severe economic challenges or with unreliable payment systems. It also collaborates with customers/partners to find mutually beneficial solutions.

Business Continuity Management

The company has developed a business continuity management system to ensure that it can operate continuously even in emergencies or crises. In the fiscal year 2023/24, various significant events occurred as mentioned above.

The company took various actions, such as increasing the number of new partners, ensuring appropriate and sufficient raw material procurement for production and cost management, optimizing production processes for maximum efficiency, expanding the customer base globally, reaching out to new customer groups, continuously developing employees, implementing the USE (Utilize, Save, Efficiency) and 4C (Change, Chance, Collaboration, Challenge) policies, fostering innovation, and exploring existing assets in each business unit to ensure that the business can overcome crises and continue to thrive.

Promoting risk management culture

During the fiscal year 2023/2024, the company has undertaken initiatives to raise awareness and promote a risk management culture within the organization. These initiatives include:

- As part of the EPG quality management standards, each unit is required to identify and assess risks and produce a risk management strategy that establishes rules or strategies to prevent or control risks in each operating activity.
- The company's and its subsidiaries' Management Level meetings should be held monthly to report on performance, discuss emerging risks, and collaboratively design risk prevention measures and control any repercussions.
- Presenting risk assessments and Key Risk Indicators (KRIs) to the company's executives allows them to consider potential opportunities and the significant impacts of key risks. This includes providing risk levels and discussing organizational risk management strategies.
- The risk analysis findings are utilized to guide the organizational strategy plan, annual budgeting, investment, new product development, and corporate operational plans.

The background is a vibrant green with a pattern of overlapping hexagons. Some hexagons are solid green, while others are filled with a fine grid of small white dots. The overall effect is a modern, geometric, and textured design.

Economic development

Enhancing Products and Services to Drive Sustainable Growth

The company places importance on research and development to create innovative products from polymers and plastics and develop them into smart materials to substitute various types of materials. This results in high-quality products that can create economic value for the company. The entire supply chain production process is controlled and monitored to ensure that the manufactured products meet standards, are safe, and do not negatively impact the environment. Additionally, they provide benefits and improve the well-being of communities. The company is keenly aware of customer needs because understanding customer needs and expectations allows them to develop production processes and deliver products that fully meet customer requirements according to industry standards. They can also deliver efficient services, create satisfaction, and develop good long-term relationships.

Management Approach

Quality of Products and Services, and Responsibility to Products and Customers

In a rapidly changing world with increasing competition, more stringent regulations, social norms, and environmental rules that are important to business operations, the company is committed to developing high-quality products and services that can adapt to changing situations. The company regularly listens to customer feedback and suggestions, which are used to improve and develop innovative products and services. The company believes that quality products and services create a great user experience, impress customers, and build confidence in the company and brand, leading to continued brand loyalty. Therefore, all distributed products must be certified by relevant domestic and international standards.

Customers of subsidiaries differ depending on their business and location, such as multinational enterprise customers, industrial customers, and so on. EPG is dedicated to offering innovative products of international quality and safety that satisfy the needs of each group of customers, as well as excellent service and long-term customer relationships. Feedback, demands, ideas, and complaints are analyzed in satisfaction and communication assessments in order to better manage and enhance product and service delivery, as well as innovate and leverage technology for continuous improvement.

EPG has established a broad framework for customer responsibility to guide the operations of its subsidiaries, including creating high-quality and safe products for use, managing relationships, and establishing a customer management strategy so that each subsidiary can be deployed to comply with the following characteristics of each business group of customers:



Operation framework	Customer Management Strategy
Product and Service Quality	<ul style="list-style-type: none"> - Committed to improving the delivery of safe products and services that have been audited in accordance with all standards and have been certified in accordance with all agreements. - Promoting collaboration and fostering trust in developing products and services together.
Service Quality	<ul style="list-style-type: none"> - Treating customers with politeness, friendliness, and professionalism (Being Professional). - Building trust through honest, transparent, and accountable service (Integrity). - Being prepared to address and resolve customer issues and situations promptly and efficiently (Responsiveness).
Relationship Management	<ul style="list-style-type: none"> - Creating diverse and accessible communication channels for customers that are efficient and easy to access. - Conducting continuous customer satisfaction surveys to gauge their level of satisfaction. - Maintaining and protecting customer data and confidentiality.

Performance

1. Quality assurance and standards of products and services

EPG aims to provide customers with high-quality, safe, and fully compliant products and services. Each subsidiary has implemented a quality and safety inspection system for customers and users, as well as an environmental impact assessment system,

“Aeroflex”

- Aeroflex places great consideration to impact on environment and health of local community and its personnel at all levels. Therefore, Aeroflex undertakes analysis on all chemical substances involved to prove that the chemicals used in the manufacturing process must be safe to human as well as surrounding ecosystem. Moreover, Aeroflex’s main manufacturing bases are established and managed in accordance with international standard: ISO 9001 / ISO14001 / ISO50001 / OHSAS 18001/ TIS 18001 / ASTM/ JIS/ EN/ EMPA/ BS/ GB/ Lloyd’s Register / RoHS / Carbon Footprint Organization / Carbon Footprint for Product / Eco Factory / SGBC / Water Footprint
- Aeroflex’s rubber insulation is extensively used in conditioning systems engineering to reduce the coolness loss, to prevent condensation, and to effectively save energy, for reasons that K-Value (Thermal Conductivity) is low and stable for all usage life, the material of Aeroflex’s products is also proved to be non-toxic. Moreover, in case of fire, Aeroflex’s Insulation generates low smoke density and does not catch on fire.
- In addition, Aeroflex’s products are in high quality, compared to other competitors in the market. Aeroflex’s insulation has been certified by leading standard from all over the world, such as ASTM / JIS / CE / UL / FM / BS / GB / Lloyd’s Register and RoHS

“Aeroklas”

- Aeroklas has created various innovations for consumers by taking into consideration the importance of environment, under the idea of “Technology & Environment in Harmony”. Accordingly, Aeroklas continually develops manufacturing process and technology with aim to reduce on-process impacts on the environment, while excessive amount of plastic from manufacturing process is reused in the process at the designated proportion, which will not cause an impact on product quality. According to such effort, Aeroklas has been certified

by IATF16949/ ISO9001/ ISO45001/ ISO14001/ IATF16949 / and Q-1 Quality from Ford. In addition, Aeroklas also green level level 3 certified in our products.

- The automotive and accessories product of Aeroklas is designed under the concept of 3R to be environmental friendly as follow of 3R to be environmental friendly as follow
 - **Reduce:** Aeroklas product such as Bed Liner / Canopy / Deck Cover and Sidesteps are made of light plastic with the specific production process, which is specially strengthen and can be used completely instead of metal material. Thus the pickup trucks are lighter. This also helps saving energy and reducing Carbon dioxide (CO2) emission. In addition, the automotive entrepreneur in some European countries can use this advantage for tax break by deducting carbon credit.
 - **Reuse :** The reuse of excess plastics during the production process will be applied into the new production process in proportion that does not affect the quality of the product. This is the useful recycle; and the packaging used in transporting the Company's products can be reused
 - **Recycle :** Aeroklas' products are recyclable according to the requirements of the world's leading automobile companies and the packaging used in transporting the Company's products can be reused

“Eastern Polypack”

- Eastern Polypack considers the quality of the environment within the factory premises and the surrounding area. We implement environmental controls through globally standardized manufacturing processes. These processes are certified by GMP, HACCP, ISO9001, ISO14001, ISO50001, The British Retail Consortium (BRC), FSC (Forest Stewardship Council) และ OHSAS18001/TIS18001 TIS. 655, Vol. 1-2553 / TIS. 2493, Vol. 2-2556. Additionally, the company has received awards from various government agencies, including the Green Industry Award Level 4: Green Culture from the Ministry of Industry / Carbon Footprint Certification at the organizational level from the Carbon Management Organization (Public Organization), and the National Science and Technology Development Agency.
- Eastern Polypack is capable of producing 1) Petroleum-based biodegradable plastics, which are biodegradable from petrochemical-based raw materials. 2) Bio-based biodegradable plastics, derived from plant-based raw materials such as tapioca, which degrade naturally at a faster rate.
- Eastern Polypack's packaging products are friendly with environment by concerning the principle of 3R
 - **Reduce:** To reduce plastic-decomposing time of some types of plastic packaging products and to reduce the energy consumption during the manufacturing process.
 - **Reuse:** Eastern Polypack's products should not be re-used because they are disposable; however, they are available for other uses, such as storing office utensils and seeding the new plants.
 - **Recycle:** Products that are broken or do not meet quality standards can be mashed and used for re-manufacturing, thus there will be no loss in manufacturing process. In addition, Eastern Polypack's products can be brought into transformation process to manufacture other types of products. Moreover, the unused plastic packaging products can be brought into de-polymerization process to become crude oil or fuel for generating energy in cement industry.

In fiscal year 2023/2024, all the company's product group (100%) is examined and monitored for customer health and use in order to improve quality, and none of the company's products within this business group violate or are in compliance with product safety laws (Disclosure 416-2)

2. Building relationships and trust with customers

- EPG offers training on creating positive personality to build relationships and provide effective customer services. There is also an internal audit system in place to avoid employee fraud and promote customer trust.

3. Solving problems for customers

EPG is dedicated to assisting consumers in a variety of situations. EPG has created a strategy for subsidiaries to undertake risk assessments and simulate various scenarios, including quick response planning, in cases where it was urgently needed to help reduce harm.

4. Communication channels, complaints, and feedback

Customers can readily utilize a range of communication channels provided by EPG and its subsidiaries to lodge complaints and provide feedback on the quality of the company's products and services. EPG is currently focusing on offering online communication channels such as websites and e-mails, as well as the usage of social media. EPG gathers customer feedback and complaints and follows the complaint handling process. In the fiscal year 2023/2024, EPG received no product safety complaints from customers.

5. Customer Satisfaction Survey

EPG has policies in place that require each subsidiary to conduct annual customer satisfaction surveys by submitting questionnaires and allowing agents to contact customers directly in order to improve deficiencies and gather information to analyze and develop new products and services that will increase customer satisfaction and confidence.

For 2023/2024, all subsidiary companies have maintained the standards and quality of products and services as in the previous financial year. Specifically, the thermal insulation business has achieved a customer satisfaction standard of 97%, similar to the previous year. The automotive parts and accessories business has maintained a standard of 85%. Meanwhile, the plastic and packaging business has consistently received a customer satisfaction score of 92%.

Customer Satisfaction Score	Fiscal Year 2021/2022	Fiscal Year 2022/2023	Fiscal Year 2023/2024
Aeroflex Co., Ltd. (Thermal Insulation Business)	96%	97%	97%
Aeroklas Co., Ltd. (Automotive & Accessories Business)	82%	85%	85%
Eastern Polypack Co., Ltd. (Plastic & Packaging Business)	90%	92%	92%

6. Information security and customer confidentiality protection

The company has policies and practices in place to securely maintain customer data and protect customer confidentiality. It does not allow customer information to be forwarded to others without the data owner's consent. In the 2566/2567 fiscal year, the company and its subsidiaries provided serious operational training on this matter to promote knowledge and working practices in compliance with the Personal Data Protection Act B.E. 2562 (PDPA). Additionally, the company and its subsidiaries did not receive any complaints regarding customer privacy in the previous fiscal year.



Cyber security and data security

For today's efficient business operations, information technology and software innovation are critical. Online connectivity is accessible and quick, easing time and location limits on data access and facilitating the creation of links and reforms to company practices that boost international competitiveness. At the same time, technological advancements are projected to raise cybercrime dangers. Attacks on computer systems and electronic espionage have become serious concerns. There is a risk of business data leakage or loss, which could jeopardize the system's stability, the company's reputation and image, as well as stakeholders' trust. If the information is misused, it can result in significant financial loss as well as the loss of customers and business partners.

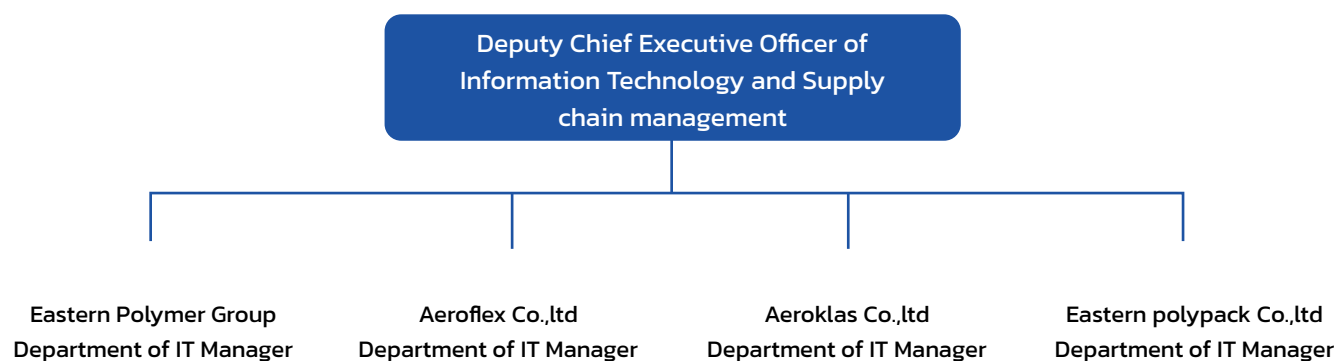
Management Guidelines

EPG prioritizes the development of cybersecurity to protect the company's information and that of all relevant stakeholders, including employees, customers, business partners, suppliers, contractors, and government agencies. The focus is on reducing the risk of both the likelihood and impact of events and cyberattacks on the company's information technology systems. This involves establishing a task force to review the security systems architecture, conducting testing, and providing training to ensure confidence that every vulnerable point in the system is regularly checked and monitored. This is to ensure that threat and vulnerability management is continuously carried out.

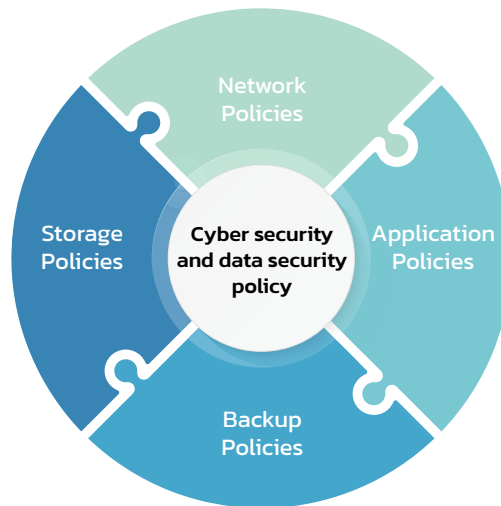
The company has therefore established collaborative efforts with relevant units throughout the organization to manage information security, personal data, and information systems (Information Security Management System: ISMS) according to the principles of maintaining the security and integrity of information (C.I.A.). This encompasses confidentiality, ensuring that data remains private and accessible only to authorized individuals; integrity, maintaining the accuracy and completeness of data; availability, ensuring data is accessible and usable by authorized persons at all times; accuracy, ensuring information is reliable and correct; authenticity, verifying the true origin of information; and privacy, protecting personal data under data protection regulations.

The company has implemented a management structure to monitor, report, approve, and support continuous operation and development throughout the organization.

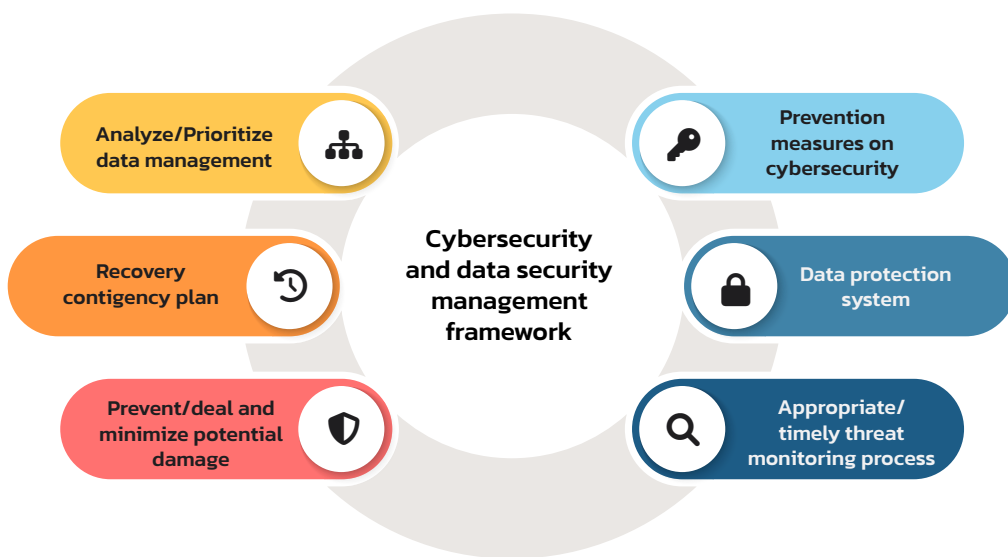
Eastern Polymer Group Public Company Limited Organization Chart: Information Technology



Furthermore, EPG has employed experienced and trained consultants to provide guidance on prevention, problem solving, and cybersecurity evaluation in compliance with EPG's policies and the framework established under cybersecurity and personal data protection laws.1) Network Security Policy 2) Storage Security Policy 3) Application Policy 4) Backup Policy



cybersecurity and data protection, and they are responsible for monitoring, threat surveillance, daily backups, and regular operational reporting. Furthermore, users will be educated through training, seminars, web learning and media about the security of personal information such as employee information, customer information, supplier information stored in the company's database, and contract clauses with the implementation of document amendment requests, as well as the safe use of information technology systems which are assigned passwords to access and change codes regularly over a specified period. EPG allocates budget to implement the established cybersecurity management framework as follows



EPG has established the EPG Internal manual for information usage, the implementation procedure and Information Control System to serve as EPG group guidelines for managing cyber security and information security to function in the same direction throughout the business. This includes safeguarding the personal data of employees, customers, business partners, suppliers, contractors, and government agencies.

Performance

EPG sets goals for cybersecurity and data security operations, such as having a data leakage prevention system that covers all business units (100%) and zero network and server downtime. EPG has been working to improve the system and has taken the following steps:

1. Regularly monitor and review the system continuously and consistently on a daily basis.
2. Keep hardware and software systems up to date to ensure they remain modernized at all times.
3. Install and update security programs such as antivirus software on central company devices and employee devices regularly.
4. Install network vulnerability scanning programs to regularly scan for system vulnerabilities within the organization.
5. Develop internal personnel by providing training and knowledge transfer sessions conducted by experts and consultants in information technology security. This ensures that company employees are knowledgeable and capable of handling changing situations effectively.

	Goal	Fiscal Year 2021/2022	Fiscal Year 2022/2023	Fiscal Year 2023/2024
Proportion of trained employees	100%	100%	100%	100%

	Goal	Fiscal Year 2021/2022	Fiscal Year 2022/2023	Fiscal Year 2023/2024
Network Down Time (Times/Month)	0	0	0	0
Server Down time (Times/Month)	0	0	0	0
Cyber security (Times/Month)	0	0	0	0

In 2023/2024, the company achieved the goals of zero downtime and zero cybersecurity incidents. This was accomplished through regular risk assessments conducted jointly by the central system administrators and the administrators of each business unit. For data security maintenance, stakeholders affected can provide feedback through internal satisfaction assessments, customer satisfaction evaluations, or partner satisfaction assessments. Alternatively, they can lodge complaints through the company's complaint handling process if operations deviate from regulations or if there are instances of personal data breaches or leaks affecting stakeholders.

In the fiscal year 2023/2024, the company did not receive any complaints related to breaches of personal data or data leakage incidents involving stakeholders. Furthermore, there were no occurrences of data leaks or cyberattacks. However, for 2023/2024, the company has set the goal to achieve ISO 27001 certification, an information security management standard, to help the organization understand risks and vulnerabilities in data protection systematically. Implementing ISO 27001 aligns with the company's aim to strengthen data security systems, reduce risks, and safeguard data from unauthorized access. It is expected to be completed by November 2567. Additionally, Aeroklas Co., Ltd., a subsidiary, will pursue TISAX (Trusted Information Security Assessment Exchange) certification, an automotive industry standard for assessing and managing data security. This process is anticipated to be completed by October 2024.



Innovation

Innovation plays a significant role in the success of the company. It is a crucial driving force that fosters sustainable business growth through exceptional competitiveness and the creation of business opportunities from innovative products and services. Furthermore, the rapid development of technology today, along with changes in the market and economic, social, or environmental conditions, necessitates continuous innovation and process improvement. This approach aims to build a competitive edge, enabling the company to swiftly and effectively address various challenges. It also focuses on creating products and services that deliver sustainable value to society and the environment.

Management Approach: Innovative Organization, Innovation for the Future

The company drives growth through innovation and various technologies by creatively building upon and developing new, high-quality products that benefit society and improve living standards. This aligns with the company's promise to "Create a World in Harmony with Technology and Innovation". The company develops its innovation strategy across two areas:

1. Innovation for the Future

A strategy aimed at driving business performance by allocating 2% of company revenue to create technologies, conduct research and development, and manage data for developing new products and creating new S-Curves for the company, while continuously and efficiently managing costs. Research can come from subsidiaries (closed innovation) or collaborations with external institutions (open innovation), focusing on three areas: materials science, product design, and manufacturing processes. EPG Innovation Center Co., Ltd. (EIC) provides testing and research services for subsidiaries in addition to internal research at each company.

2. Innovative Organization

A strategy focused on creating an atmosphere and environment that supports and encourages invention and experimentation within the organization, in order to develop creative thinkers and practitioners. It provides a platform for creativity for all employees and drives the organization towards sustainability through innovation. This strategy has three components:

1. People - Providing knowledge on topics from innovation definitions to academics, marketing, presentations, and other hard/soft skills to increase chances of success when launching innovations.
2. Knowledge - Through 3 steps: Build-Share-Use. Building individual and departmental knowledge, transferring knowledge, and using knowledge to create value, allowing new knowledge to continuously emerge as a foundation for future growth. Activities include on-the-job training, recording training, having learners teach others, Guru Sharing guest speaker sessions, and Communities of Practice (CoPs) for experience sharing across companies.
3. Culture - Creating an open culture where employees at all levels can freely exchange ideas and enjoy debate and knowledge sharing to drive various departmental innovations, through activities especially innovation project contests from Kaizen/QCC level up to major new product development projects like Idea Can Do. Past initiatives include the Kaizen XBU (Kaizen Crossed BU) contest in 2022/2023, renamed to Innovation Seeds in 2023/2024 to broaden the innovation scope and familiarize employees with the term.

Innovation Achievements in Fiscal Year 2023/2024

13

13 New Intellectual
Properties

7

7 Launched Products

38

38 Other Innovations

Promoting an Innovative Organizational Culture in Fiscal Year 2023/2024

The company promotes employee participation in product development and process improvement, fostering pride, loyalty, and identifying innovative role models to drive the company's future progress. In fiscal 2023/2024, the Sustainable Innovation Development Working Team ("Working Team") carried out its mission to create an innovative organization by encouraging employees to be proactive, creative, and expressive. Monthly meetings discussed approaches to developing an innovative organization.

- Monthly meetings discussed approaches to developing an innovative organization.
- Activities were organized to promote an innovative organizational atmosphere. A booth provided knowledge to managers, collaborating with the central HR department for the SD Innovation Roadshow to educate employees on innovation through fun activities across all levels. The "Little Tiger Big Tiger" video explained the meaning of innovation simply for supervisors and employees to learn anytime.



- The Working Team organized the Innovation Seeds contest from December 1, 2023 - January 26, 2024, allowing subsidiaries to present their work, with the finals on February 8, 2024. A special aspect was providing employees the opportunity to present their own work, learn about innovations and creativity from peers at other subsidiaries, and share each team's work for potential application elsewhere. Prior to Innovation Seeds, the Working Team held an Idea Generation training with 70 participants aimed at operational and supervisory employees, it built skills in data collection, problem analysis, and collaboration to improve processes and develop demand-driven innovations. Before the Innovation Seeds competition, the working group organized an Idea Generation training session with a total of 70 participants. The training aimed to equip operational-level employees and supervisors with skills in data collection, problem analysis, collaboration, and process improvement, as well as innovation development to meet the needs and expectations of the workforce. The success of this training session laid the foundation for the Innovation Seeds competition under the theme of Circular Economy. This theme is divided into three parts: Make (adjust/change/create processes for maximum efficiency), Use (maximize resource utilization), and Return (reduce waste generation through Reduce/Reuse/Recycle/Remake). To be eligible for the competition, submissions must be implemented projects that have been selected or certified by subsidiaries as new initiatives at the department level or higher. These projects must have concrete evaluation methods and the potential for scalability. A total of 38 teams were selected from the subsidiaries, and the committee will shortlist 10 teams to present their projects in the final round. The winner of this year's competition is

The winning team is Tech Seeds from Aeroflex Co. Ltd. with their project titled "Process of Transforming Rubber Edge Waste into Aerocoustic-SP Soundproofing Products."

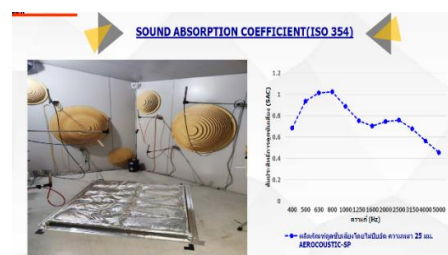
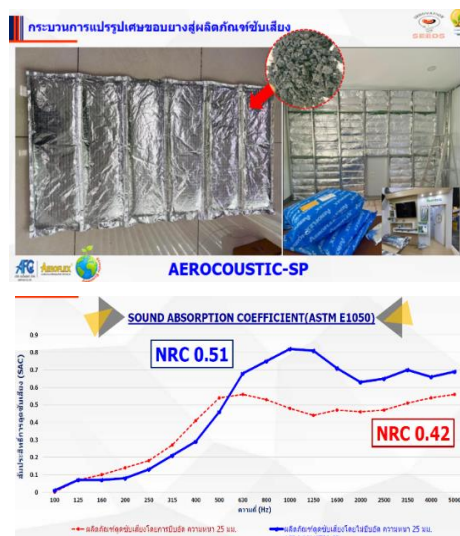
The team developed the original soundproofing product to be more cost-effective and competitive. Initially, rubber edge scraps from the process of cutting and packaging rubber insulation, as well as rubber that didn't meet size specifications, were ground into smaller pieces and compressed into soundproof sheets. This process was costly, resulting in high sales prices and low competitiveness. Additionally, the company couldn't transform all the waste into products, leading to the disposal of some rubber edge scraps. On average, about 25,205 kg of rubber edge scraps were disposed of monthly at a cost of 3.26 baht per kilogram, totaling approximately 82,170.06 baht per month.

Therefore, the team invented the Aerocoustic-SP sound-absorbing product without compression, which reduced production costs, increased competitiveness, and decreased the disposal of rubber edge scraps. Lab tests for sound absorption (LAB) according to ASTM E1050 standards showed that the Noise Reduction Coefficient (NRC) of the Aerocoustic-SP was 0.51, compared to 0.42 for the original compressed product. Further tests from actual installations revealed a Sound Absorption Coefficient as high as 1 at a frequency of 800 Hz.

The results of the actual use tests for thermal insulation are as follows:

The sound absorption product can also reduce heat. Real-world installation testing found it can reduce heat by up to 9.4°C, helping reduce energy loss and increase energy efficiency utilization. The thermal conductivity coefficient or K-Value at 40°C is 0.042 W/mK.

The Aerocoustic-SP sound absorption product demonstrates sustainable development, acknowledging environmental impacts by using rubber trim waste as a raw material input, and designed to reduce production costs, increase productivity and competitiveness. It reduces transportation fuel use and greenhouse gas emissions from disposal. In terms of safety, the rubber trim waste comes from Aeroflex's special synthetic EPDM rubber insulation products mixed with fire retardants, a thermosetting material with non-flammable and non-melting properties when exposed to heat or flames per international standards. Suitable for installation in residential buildings and industrial plants, it creates privacy, reduces noise pollution, and promotes improved quality of life. The Aerocoustic-SP sound absorption product has applied for a trademark registration with the Department of Intellectual Property under application no. 230124352 on July 7, 2023.



The working team remains committed to substantively driving further innovation development through fostering collaboration, sharing subsidiary knowledge, systematically implementing knowledge management, and instilling innovative mindsets in personnel from onboarding and continuously developing an innovative organizational culture. In the fiscal year 2023/2024, the innovative under-roof thermal insulation product under the "AERO-ROOF®" brand received the Outstanding Innovative Company Award from the Stock Exchange of Thailand and Money & Banking Magazine. AERO-ROOF® is the first under-roof thermal insulation made from EPDM synthetic rubber, coated with aluminum foil reinforced with fibers. The thickness ranges from only 10 mm to 25 mm. The production process is environmentally friendly, generating minimal waste and pollution, and making efficient use of water resources. AERO-ROOF® has received a Water Footprint Certificate, with a Water Scarcity Footprint of 37.3 L H₂O eq./m² and a low greenhouse gas emission rate of 2.20 KgCO₂eq/m², certified by the Thailand Greenhouse Gas Management Organization (Public Organization). The company also emphasizes user safety and quality of life, designing the product to release volatile organic compounds at a low rate of no more than 0.25 mg/m³, in compliance with the California Department of Public Health (CDPH) requirements. The product is free from heavy metals, carcinogens, asbestos, and formaldehyde, and has received the Singapore Green Building Product Certificate: Excellent. Moreover, the company collaborated with the Energy, Environment, and Materials Science Faculty of King Mongkut's University of Technology Thonburi to study AERO-ROOF®'s efficiency. A model house was built to measure air conditioning energy use, revealing that AERO-ROOF® could save an average of 19.98% on annual energy and electricity costs. During the summer, energy savings increased to 21.53%, demonstrating that AERO-ROOF® helps reduce indoor temperatures during extreme heat. Given the global trend of rising temperatures and Krungthai COMPASS Research Center's assessment that every 1% increase in average electricity costs reduces the net profit margin of the manufacturing industry by about 0.03%, the ability to reduce electricity costs by 20% can increase net profit by 0.6%. Thus, AERO-ROOF® contributes to business growth and the national economy. Additionally, it has a lifespan of up to 20 years.

AERO-ROOF® is in high market demand, with continuous sales growth. In the fiscal year 2023/24, sales reached approximately 1.9 million square meters. More details about the product can be found on the website:

<https://aero-roof.com/product-category/product-aerorooft/>





Sustainable Supply Chain Management

One of the key elements that will encourage the company to grow sustainably is efficient and responsible supply chain management. Conducting business with high-risk supplier environmental, social, and corporate governance issues may jeopardize the company's ability to continue business and maintain its reputation. EPG focuses on managing partners throughout the supply chain, including maximizing suppliers' potential to reduce partner risks and their impact on the EPG business operations in the short and long term, as well as boosting competitive advantage and suppliers' confidence in continuing to grow together sustainably.

Management Guidelines

EPG has delegated the Supply Chain Management Department to be responsible for managing the supply chain of the group of companies. These executives report directly to the Deputy Chief Executive Officer and provide monthly progress reports to the executive committee. The Supply Chain Management Department's scope of work covers procurement, inventory management, and logistics, with responsibilities for overseeing supply chain management for all business units. They develop supplier code of conduct for the company and its subsidiaries to adhere to consistent standards, aligning with international and ethical standards. Furthermore, they develop and disseminate a Supplier Code of Conduct to communicate the company's commitment to conducting business ethically, transparently, and responsibly towards stakeholders along the supply chain, including society and the environment. Additionally, there is monitoring of supplier adherence to ethical practices through Supplier Self-Assessment Questionnaires (SAQs) completed by key suppliers. Besides, there are both on-site inspections at supplier facilities and self-audits conducted. The company continues to establish sustainable supply chain management guidelines.



Performance

In 2023/2024, there were updates made to the code of conduct for new suppliers, and a new supplier assessment questionnaire was revised and implemented. Inspections were conducted at 26 key supplier facilities from 13 Key suppliers. Details of the business ethics for suppliers are disclosed on the company's website under the Corporate Governance section.

Recruiting and selecting potential suppliers

In 2023/2024, EPG added a total of 63 new suppliers to its supply chain. These new suppliers accounted for a total procurement expenditure of 202 million baht, which constitutes 4.9% of the total expenditure.

Suppliers Risk Management in the Supply Chain

In the fiscal year 2023/24, the company implemented the following supplier risk management processes within the supply chain

Critical Supplier analysis

In the accounting year 2023/2024, the company had significant suppliers accounting for 16% of the total number of suppliers in the supply chain. These significant suppliers contributed to 82% of the total procurement expenditure within the supply chain.

	% Critical supplier	% Critical supplier spending
2021/2022	20	81
2022/2023	16	83
2023/2024	16	82

Supplier Sustainability Risk Assessment

EPG prioritized operations concerning its significant suppliers. For suppliers within the supply chain, EPG set a goal to achieve 100% acceptance from all suppliers regarding EPG's supplier code of conduct in 2025/2026. Additionally, EPG conducted ESG audits for every supplier in the supply chain.

Risk Management

- Although approximately 82% of the company's partners are registered in Thailand, some partners import raw materials from abroad for distribution. Therefore, the company has conducted a survey to understand the businesses of its partners and the regions from which they import raw materials. This enables the company to prepare for various situations that may impact the supply chain, as the current global situation is volatile and constantly changing.
- To understand the cybersecurity risks of partners, improve and reduce risks through collaboration, and enable continuous monitoring, the company has developed a three-year digital security plan.
- The company received recommendations from customers to audit the supply chain of conflict minerals and to join the Responsible Minerals Initiative (RMI) to ensure that certain raw minerals used in the supply chain are sourced and processed ethically and in compliance with proper avoidance measures.
- The company encourages its partners to join the Thai Private Sector Collective Action Against Corruption (CAC) initiative.
- Regarding payment terms for suppliers, EPG adheres to market standards. Any deviations from market standards require mutual agreement between EPG and the supplier.

Supplier Development

The company collaborated with 22 partners to implement the Milk Run project. Milk Run is a transportation management system designed to achieve efficient transportation of goods. This management system can be adapted to convert single-use packaging into reusable packaging. Reusable packaging can be utilized throughout the entire supply chain, starting from the partners' production processes to the company's production, without the need to transfer goods from one packaging to another. This results in improved inventory control.

The background is a vibrant green with a complex pattern of overlapping hexagons. Some hexagons are solid green, while others are outlined in white. A fine grid of small white dots is visible across the entire background. The text 'Environment and resource responsibility' is centered in a white, sans-serif font.

Environment and resource responsibility



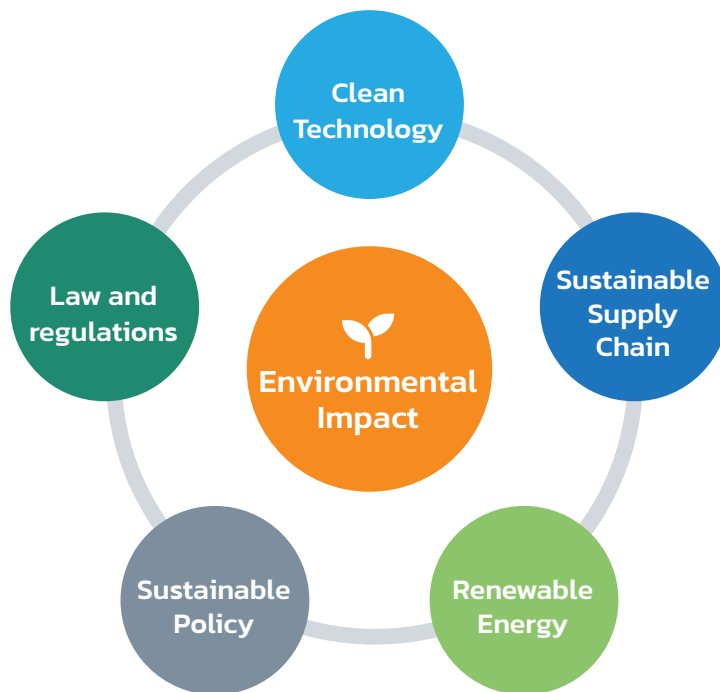
Environmental Impact Management

Good environmental management is crucial for conducting business in today's era. It not only reduces complaints in business operations but also helps cut production costs. Moreover, it presents opportunities to generate profits from innovations within the organization.

Management Guidelines

The scope of reporting in this sustainability report is limited to Rayong province's Aeroflex Co., Ltd., Aeroklas Co., Ltd., and Eastern Polypack Co., Ltd. The company is working on a storage system that will allow it to report its operations in compliance with its own standards as well as international ones.

The following are the company's environmental impact management guidelines:



Environmental impact management is a priority for EPG. We have announced an environmentally sustainable development policy that all subsidiaries must follow. EPG requires all subsidiaries to conduct business in a way that considers the environmental impacts of the work process, to comply with relevant environmental laws and regulations, as well as international environmental management standards, and to reduce the risk of practices that are inconsistent with changing laws. Changes in the law, rules, or other industry-specific needs must be tracked on a frequent basis, according to EPG. This includes using clean technology as a guideline to reduce waste, energy consumption, and pollution from business operations, as well as adopting sustainable supply chain management practices that promote ethical procurement while minimizing potential environmental risks and investing in renewable energy sources to reduce the business's overall greenhouse gas emissions.

EPG has implemented an international standard methodology to oversee environmental impact management, including environmental management standards ISO 14001, which it monitors annually. All environmental procedures are carried out once a year. EPG delegates responsibility for this to the Environmental Working Groups of all of its subsidiaries.

Performance

Rules and regulations compliance

The core business has assessed the risks that could lead to non-compliance with laws or environmental regulations in key areas such as wastewater leakage, chemical leakage, wastewater quality, air quality, and noise.

To ensure that EPG has a comprehensive control system that covers core businesses activities adequately and appropriately to reduce the risk of non-compliant practices, EPG requires core business units to be acutely aware of and supervise their operations in order to reduce environmental risks as assessed. In addition to internal agencies examining the law's implementation and compliance, the company also opens opportunities for other external organizations that are trustworthy, such as relevant government agencies and internationally accredited organizations, to participate in audits to enhance confidence among stakeholders that the company's operations are accurate, transparent, and compliant with the prescribed laws and regulations.

Audits by government agencies

The Ministry of Industry's Department of Industrial Works assessed the company's environmental and safety operations, as well as their possible influence on the environment and local populations, in fiscal year 2023/2024. The Company operated in accordance with the requirements and did not violate them, according to the report. (Disclosure 307-1)

Audits by accredited external agencies

Our core businesses are accredited by external agencies that have audited compliance with environmental laws and regulations, such as Quality Management System (ISO 9001), Environmental Management System (ISO 14001), Occupational Health and Safety Management System Standard (ISO 45001), Energy Management System (ISO 50001), Organizational Carbon Footprint Assessment System (ISO 14064-1) Water Footprint Assessment System (ISO 14046) and the economic circulation management system for organizations (MOTC.2, Vol.2).

Complaint Management

Furthermore, EPG has established a systematic complaint handling process in accordance with ISO 14001 : 2015, and has established a variety of complaint channels that are easily accessible to stakeholders affected by its operations, including telephones, websites, and complaint boxes installed in front of the Company. It addressed a letter to local governments and provincial industries, requesting that those who were harmed by the company's operations file complaints with government authorities with direct monitoring responsibilities.

In fiscal year 2023/2024, EPG received no complaints concerning the impact of its operations, as well as no complaints to the government, whether from local government agencies or provincial industries.

	Year 2019/2020	Year 2020/2021	Year 2021/2022	Year 2022/2023	Year 2023/2024
Number of environmental impact complaints	0	0	0	0	0



Air Pollution Management

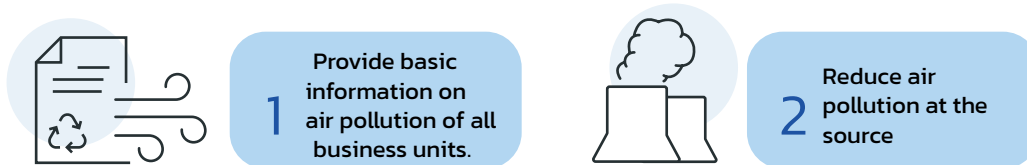
Managing air pollution is a crucial factor that businesses must seriously consider. This is because air pollution not only impacts the health of the organization's employees but also affects the community and the external environment. Furthermore, air pollution can harm the reputation of the business and directly affect the efficiency of its operations.

Management Guidelines

EPG establishes policies for reducing air pollution generated by the company's operations. It focuses on effectively managing sources and controlling air quality to reach specified targets, as well as establishing business-related air quality indicators such as sulfur oxide (SO₂), nitrogen oxide (NO₂), small particulate matter (PM) and volatile organic compounds (VOCs) to track and measure air quality in the area.

EPG has adopted ISO 14001:2015 international standards and other relevant industry practices in the creation of air pollution management systems. Aeroflex Co., Ltd. and Aeroklss Co., Ltd. have been certified with information from Toff Nord (Thailand) Co., Ltd., while Eastern Polypack Co., Ltd. has been certified by SGS (Thailand) Co., Ltd.

Main Strategy for Air pollution management



EPG has established the following operational guidelines to meet each plan through core business units' cooperation:

Strategy	Management Guidelines	Performance in fiscal year 2023/2024
Provide basic information on air pollution	<ul style="list-style-type: none"> - Provide basic information on air pollution in accordance with the law, covering all businesses. 	<ul style="list-style-type: none"> - Create a simple database by calculating air emissions from year to year. - Measure the quality of air pollution based on stakeholder concerns for all subsidiaries. - Report the air pollution data to senior management at least once per year. - Conduct performance measurement of the Wet Scrubber treatment system to plan preventive maintenance appropriately.

Strategy	Management Guidelines	Performance in fiscal year 2023/2024
Reduce air pollution at the source.	<ul style="list-style-type: none"> - Improve the air pollution control system - Increase the frequency of preventive maintenance plans for air pollution treatment systems. 	<ul style="list-style-type: none"> - Engineering and production departments collaborate to improve the Dust Collector system. - Engineering units increase the frequency of preventive maintenance plans for air pollution treatment systems.

Performance

Core Business units' operations are in industries without a crematorium, only a crater that collects pollution from the manufacturing process. The business has established the following method for trapping air pollution before releasing it out the vent:

Air Pollution Type	Air pollution trapping method before releasing
NOx	Wet Scrubber System
SOx	Wet Scrubber System
Persistent Organic Pollutants (POP)	Activated Carbon System
Volatile organic compounds (VOC)	Activated Carbon System
Hazardous air pollutants (HAP)	Activated Carbon System
Particulate matter (PM)	Dust Collector System
Carbon monoxide (CO)	Wet Scrubber System
Carbon dioxide (CO ₂)	Activated Carbon System
Dichloromethane (CH ₂ Cl ₂)	Activated Carbon System
Total Suspended Particulate (TSP)	Dust Collector System

The company specifies that the main business must measure the level of air pollutant emissions, which is currently a concern for stakeholders, to build confidence in the company's management of air pollution. For the fiscal year 2023/2024, the air pollutant emission levels are as follows:

SO ₂ (<60ppm)	2.20
NO ₂ (<200ppm)	4.51
PM _{2.5} (No Standard Value)	0.35

EPG monitors air pollution in all air emission sources on a regular basis using standardized and well-respected external laboratory tests and analysis services, as well as calculating the company's overall air emissions as a way of managing at the source to achieve maximum operational efficiency in air pollution management. For the entire 2023/2024 year, air pollution from all sources is below the permissible limit



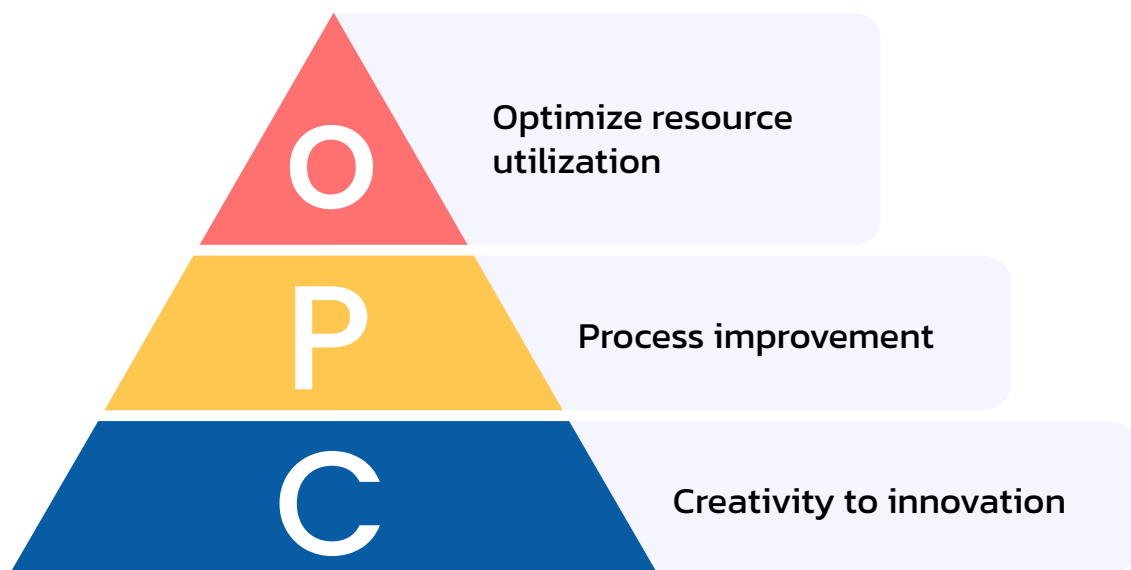
Resource Efficiency

Efficient resource utilization is crucial for business operations and has implications for climate change. If a company can manage resources efficiently, it can lead to reduced resource consumption, decreased waste and emissions in production processes. Moreover, with consumer behavior increasingly valuing environmentally friendly and socially responsible products, a company's products can attract consumer interest, creating further business opportunities.

Management Guidelines

EPG is committed to conducting business in accordance with a sustainability framework that prioritizes business growth as well as social and environmental responsibility. It has adopted the World Business Council for Sustainable Development (WBCSD) as a measure of the relationship between product value and environmental impact that demonstrates the production potential to meet people's needs and improve quality of life while minimizing impact on ecosystems and natural resources.

The company has established a framework based on the OPC concept, namely "Optimize resource utilization", "Process Improvement", and "Creative to Innovation", for all business units to consider and implement to achieve effective resource utilization within the organization.



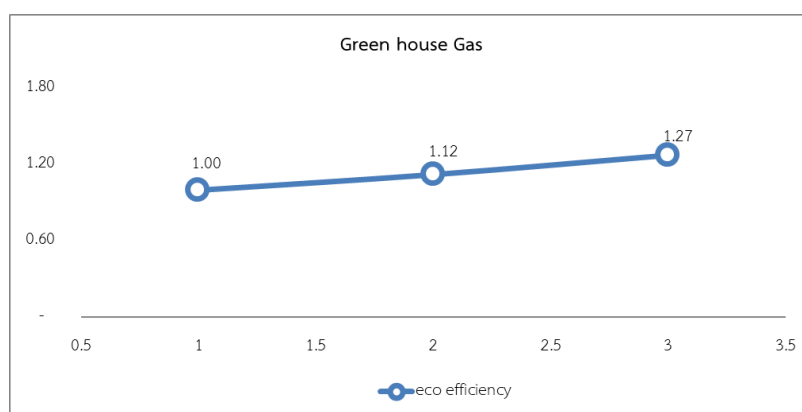
The company utilizes the results of eco-efficiency performance assessment to improve its products and production processes, aiming for greater efficiency, cost reduction, energy conservation, and resource reduction in production processes. This initiative enhances the company's competitiveness in comparison to similar organizations or sectors through benchmarking. The eco-efficiency performance value is determined by considering the proportion of product value or quantity produced compared to the environmental impact. A Factor X greater than 1 indicates an improvement in eco-efficiency compared to the base year. The primary goal of eco-efficiency is to balance economic growth with increased resource efficiency and reduced environmental pollution. It leads to sustainable consumption and production (SCP) practices, encompassing sustainable manufacturing, product usage, and service delivery, meeting the basic needs of humans

and improving quality of life while reducing natural resource use, pollution, and waste generation throughout the product lifecycle. This approach emphasizes sustainable production, usage, and service provision, improving natural resource and energy efficiency, and considering the entire product lifecycle from manufacturing to end-of-life disposal or recycling.

By employing the concept of eco-efficiency, as outlined in the international standard ISO 14045, the company calculates the economic and environmental efficiency of its operations. This involves assessing the quantity of products manufactured in a given year, which reflects the company's economic growth, and using the quantity of greenhouse gas emissions as a proxy for environmental impact. These emissions are directly related to the company's business activities. The company sets target to measure the amount of greenhouse gas emissions per ton of product, reflecting its commitment to efficiently reduce its environmental footprint. Strategies include energy conservation, reducing raw material usage, waste reduction, and efficient water usage to enhance competitiveness and meet increasing customer demands for environmentally friendly products. Additionally, Aeroflex Co., Ltd., a manufacturer of insulation products, incorporates greenhouse gas reduction concepts into product innovation, developing new products that efficiently regulate temperature and contribute to global energy conservation efforts.

This report only covers the direct (scope 1) and indirect (scope 2) greenhouse gas emissions of Aeroflex Co., Ltd. and Eastern Polypack Co., Ltd. in Rayong province. Businesses located in Samut Prakan, Bangkok, and overseas units are not included in the data of this report.

Performance



	Fiscal Year 2022/2023	Fiscal Year 2023/2024
Eco-efficiency (tons per ton carbon dioxide equivalent)	1.00	1.27
X Factor	1.00	0.79

*Base year Fiscal Year 2021/2022

In 2023/2024, the company achieved an eco-efficiency performance factor (X) of 1.27, which increased compared to the base year of 2021/2022. The main reason for this improvement stemmed from the aggressive strategy of the company's greenhouse gas management department. The company assigned core business units to install Solar Rooftop on the production building roofs and implemented energy conservation measures focusing on key organizational machinery to reduce greenhouse gas emissions in Scope 2.



Energy Efficiency

Energy is indeed a critical aspect of business operations in today's world. Organizations must increasingly consider energy-related issues, whether it's reducing energy consumption in production processes, exploring alternative energy sources, adopting modern technologies, changing employee behaviors, or innovating production processes to lower production costs and reduce greenhouse gas emissions. This holistic approach helps promote sustainable and resilient business growth.

EPG has developed and enhanced its work processes in order to reduce energy consumption when it is expected to be high. According to the following energy operating rules, it has no effect on product quality:



Aeroflex Co., Ltd. and Eastern Polypack Co., Ltd. measured, monitored, and reviewed the ISO 50001:2011 international standard for energy management systems,. TUV Nord (Thailand) Co., Ltd. has certified the energy management system information in this report.

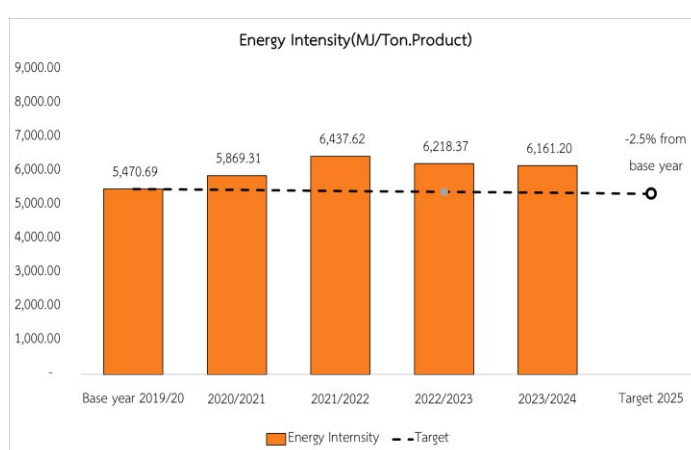
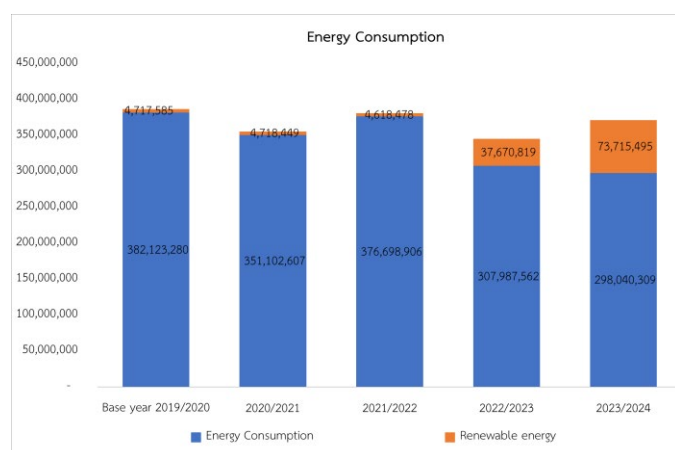
The company aim to all subsidiaries to be passed ISO 50001:2011 certifications. Aeroflex Co., Ltd. and Eastern Polypack Co., Ltd. passed ISO 50001:2011 certifications in fiscal year 2023/2024, .Aeroklas Co., Ltd. is in the verification process to be certified.

Performance

Enhance Energy efficiency

In 2023/2024 reporting period, the company implemented 10 energy efficiency projects, resulting in a total energy savings of 10,467,831 megajoules, equivalent to a value of 308,283,393 Baht. These projects also contributed to a reduction in greenhouse gas emissions by 37,135 metric tons of carbon dioxide equivalent (Disclosure 302-4).

Business Units	Energy Efficiency Project	Energy Conservation (mega joules per year)	Amount (baht/year)	Reduce greenhouse gas emissions. (tons of carbon dioxide equivalent)
Eastern Polymer Group	Rubber oven energy reduction project	73,788	85,061	10
	Improvement of air spray nozzles in adhesive tape production process	333,015	383,892	46
	High-efficiency Chiller replacement project	1,342,656	1,547,784	186
	Installation of reflective light fixtures	76,507	88,196	11
	Reduction of inlet air temperature into air compression machines project	44,014	50,739	6
	Installation of solar-powered streetlights project	97,675	112,598	14
	Water cooling tower cessation project	30,510	35,172	4
	LED light bulb replacement project	4,806	5,540	1
	High-efficiency air conditioner unit replacement project	47,804	55,107	7
	Installation of solar power generation system project	8,417,054	305,919,304	36,850
Total		10,467,831	308,283,393	37,135



In 2023/2024, the company report nonrenewable energy at 298,556,365 megajoules while report the use of renewable energy at 73,715,495 megajoules (Disclosure 302-1) The company use total of 372,271,860 megajoules (Disclosure 302-1) which reduction by 14,569,004 megajoules or 3.77% decrease in comparison to base year 2019/2020

Despite the decrease in the company's overall energy consumption, there was an increase in the energy consumption per unit of product by 12.62% compared to the base year 2019/20 from 5,470.69 to 6,161.20 megajoules per ton of products (Disclosure 302-3), falling short of the target due to the installation and testing of new machinery by Aeroflex Co., Ltd., aimed at expanding production capacity for rubber sheet insulation products to accommodate future market expansion, energy consumption per unit of product increased during the past year.

Building cooperation with partners to promote greenhouse gas emission reduction

In 2023/2024 reporting year, the company stated its ambition and commitment to be a leader in greenhouse gas management as follows.

1. The subsidiaries of the company acquired carbon footprint for organization (CFO) accreditation from the Greenhouse Gas Management Organization (Public Organization) in 2023/2024 with following detail
 - a. Aeroflex Co., Ltd. is certified for 7th consecutive year.
 - b. Eastern Polypack Co., Ltd. is certified for 4th consecutive year.
 - c. Aeroklas Co., Ltd. is certified for the 2nd year
2. Aeroflex Co., Ltd. has expanded its application for Carbon Footprint for Products (CFP) certification to cover a wider range of product sizes. This includes the products "Aeroflex FO" and "Aeroflex EP," which are thermal insulation products for hot water pipes or steam pipes that meet international fire propagation standards.
3. Aeroflex has been selected to participate as a leading factory in the "Drive Industry in the EEC Area Towards Net Zero" project under the budget support from the Greenhouse Gas Management Organization, a state-owned enterprise. As a result, Aeroflex Co., Ltd. can set a goal to aim for Net Zero emissions by the year 2042 with a comprehensive and equitable plan in place to support this objective.
4. Aeroflex has been selected to participate as a leading factory in the "Low Carbon Industry Development Project according to the BCG Model" under the budget support from the Thailand Greenhouse Gas Management Organization. This initiative aims to assist Aeroflex in adopting Circular Economy principles as a guideline for assessing and reducing greenhouse gas emissions in its products.





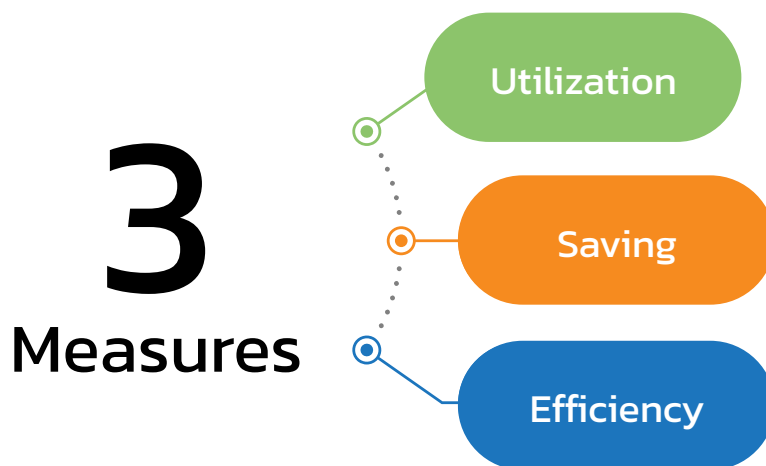
Waste Management

Waste Management is a crucial aspect of sustainable business operations. Effective waste management not only involves compliance with laws and regulations but also has the potential to reduce costs, minimize pollution at its source, and even create opportunities for generating profits through the development of new products.

Management Guideline

The scope of waste reporting in this sustainability report is limited to Rayong province's Aeroflex Co., Ltd., Aeroklas Co., Ltd., and Eastern Polypack Co., Ltd (Core Business). The company is working on a storage system that will allow it to report its operations in compliance with its own standards as well as international ones.

EPG defines it as an environmentally sustainable development policy that requires all business units to fully adhere to waste management regulatory regulations and encourage the development of waste-reduction or recycling-oriented manufacturing processes. The implementation 3 measures include “Saving”, or rethinking waste and reducing unnecessary waste and consider reducing waste at the sources, “Utilizing” from the waste generated by the organization and improving waste to the right quality and re-entering the production process, and “Efficiency” production processes to minimize waste as much as possible.



EPG assigns the Sustainable Development Working Group to assess the yearly waste targeted to meet the nature of the business and to routinely monitor the results and progress of the waste management system development through each subsidiary's environmental working group. Each business unit must meet international standards ISO14001:2015 and other relevant best practices as determined by industry groups during the execution.

Main Strategy for Waste Management



1 Establish a waste database system



2 Reduce the amount of hazardous waste disposed of by landfill method



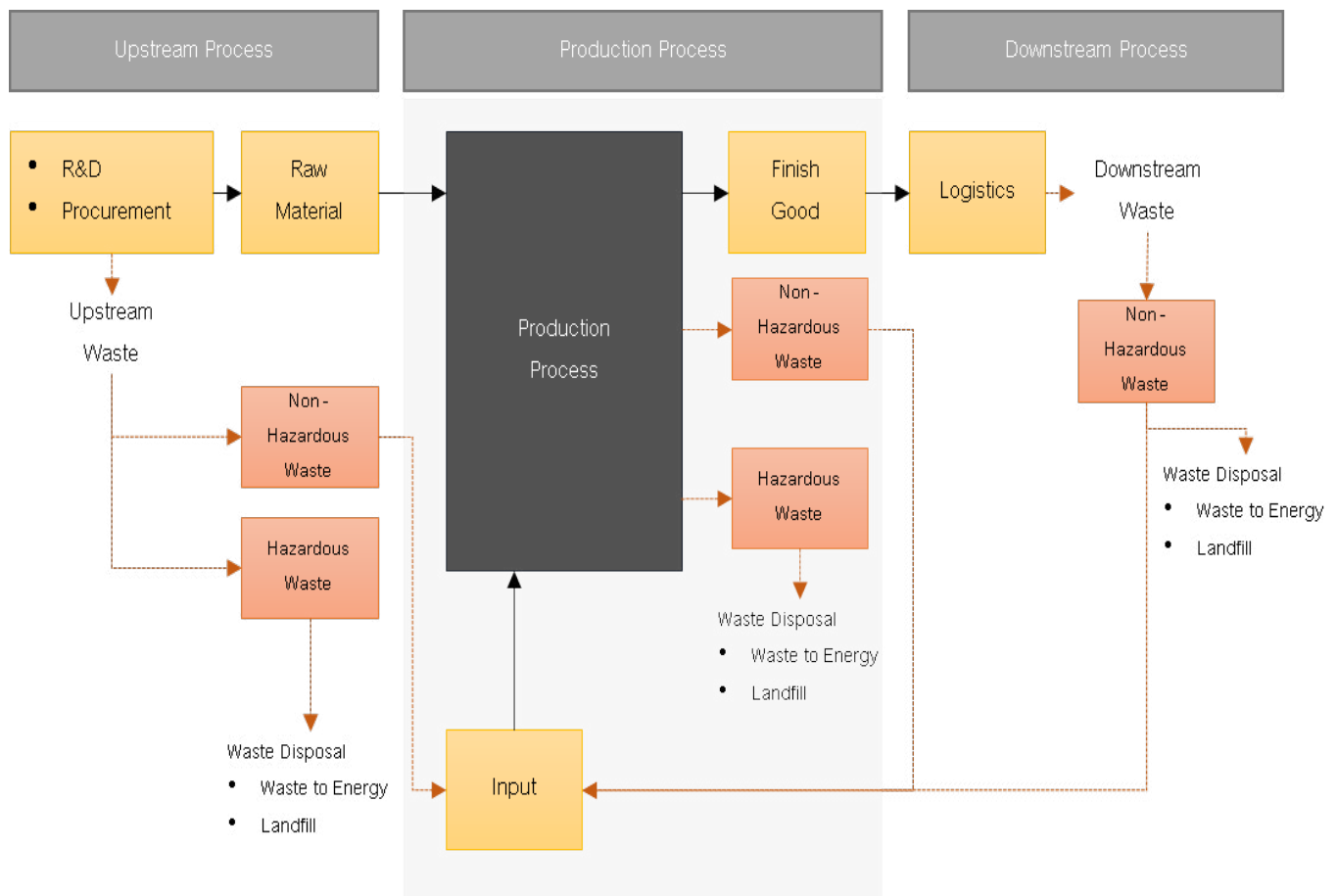
3 Increase waste efficiency

The following operational principles have been set by EPG to meet each plan through the cooperation of subsidiaries:

Strategy	Management Guidelines	Performance in fiscal year 2023/2024
Establish a waste database system	- Create Waste Balance in all business units	- Using online-system to record waste data for convenient in categorization and disposal. - Revise waste flow map.
Reduce the amount of hazardous waste disposed of by landfill method	- Reconsider the risk of landfill the hazardous waste.	- Launch project to reduce the procurement of raw material or tools that has the risk of landfill the hazardous waste.
Increase waste efficiency	- Increase the proportion of reusable and recyclable waste	- The project to seek partners capable of creating mutual value in the exchange of waste materials. - New Product Development Project from Production Waste:

Performance

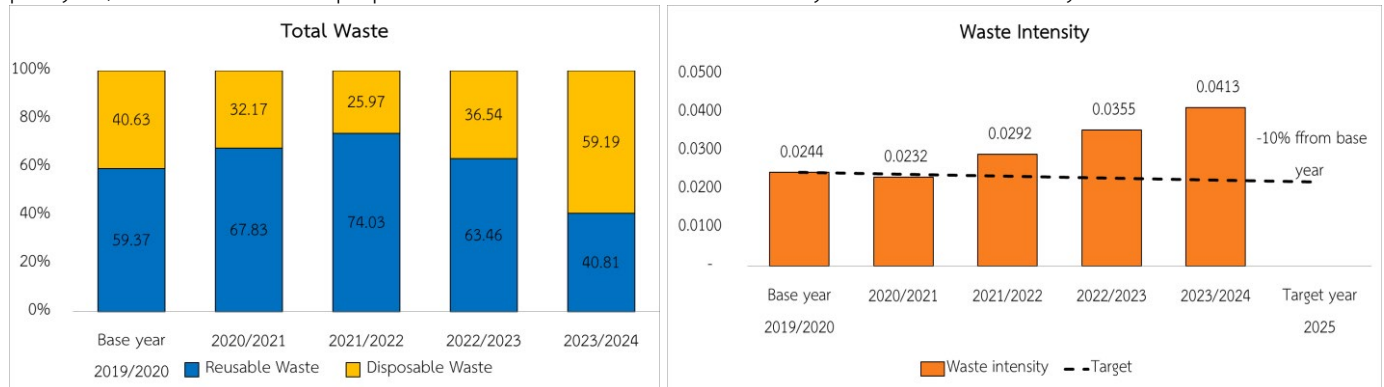
The company is focused on achieving the greatest waste management results, so each business unit must set a target to manage both hazardous and non-hazardous waste. We communicate the goals to all units in the subsidiary so that they can develop a waste control plan within their own units, and we monitor operations and report performance to each subsidiary's environmental working group on a monthly basis to track things like non-hazardous waste contamination and proper waste sorting. The agency's waste database has been completed, and the following is the company's waste flow diagram (Disclosure 306-1)



Performance

Corporate Waste Management

The Company recorded 2,495 tons of total waste from the manufacturing process in 2023/2024 (Disclosure 306-3), up 44.52 percent from the fiscal year 2019/2020. As a result of the expanding market for rubber insulation within the country and increased production of Canopy. The core business has reused and recycled waste materials totaling 1,018 metric tons, accounting for 40.81% of the total waste generated (Disclosure 306-4). In addition, there were waste materials disposed of through various methods totaling 1,477 metric tons, accounting for 59.19% of the total waste generated (Disclosure 306-5). Specifically, the quantity of waste disposed of through landfilling amounted to 20 metric tons, representing 0.81% of the total waste. Over the past year, the core business's proportion of waste reused has decreased by 0.67% from the base year 2019/2020.



In 2023/2024, the core business's waste per product unit ratio increased by 69.39% compared to the base year 2019/20, from 0.024 to 0.041 tons of waste per ton of product. This is due to the necessity to meet the comprehensive needs of customers, Aeroklas has added a powder coating process to its operations. However, in preparation to accommodate the potential environmental impact, the company is also planning to install an efficient wastewater treatment system capable of handling wastewater contaminated with chemicals from the aforementioned production process. This initiative aims to reduce potential adverse effects and ensure effective waste management.

Management	Type of waste	Volume (tons)	Details
Reusable and reused waste (40.81%)	Hazardous waste, used lubricants, used batteries, contaminated tanks.	48 (1.92%)	- Submit to the waste disposal company for reuse and recycling. - Track with Hazardous Waste Manifest
	Non-hazardous waste, rubber scrap, plastic scrap, wooden pallet, plastic pallet	970 (38.89%)	- Submit to the waste disposal company for reuse and recycling. - Track with non- Hazardous Waste Manifest
Waste disposal (59.19%)	Hazardous waste, fluorescent lamp, charcoal torch, rags/contaminated gloves	359 (14.38%)	- Submit to the waste disposal company for using as mixed or destructive fuel in a specific furnace for hazardous waste. - Track with Hazardous Waste Manifest
	Hazardous waste, laboratory glassware cleaning water	453 (18.17%)	- Submit to the waste disposal company for physical chemistry treatment. - Track with Hazardous Waste Manifest
	Hazardous waste, contaminated packaging, spray cans	20 (0.81%)	- Submit to the waste disposal company for safe landfill. - Track with Hazardous Waste Manifest
	Non-hazardous waste, contaminated rubber debris, plastic debris.	645 (25.84%)	- Submit to the waste disposal company for mixed fuel - Track with non-Hazardous Waste Manifest

Increase efficiency in waste management

The company is committed to increasing the overall waste reused and recycled proportion of both hazardous and non-hazardous waste.

In 2023/2024, the company employed various methods to increase the proportion of waste reused and recycled. This included implementing an internal online network system to record data for each type of waste and exploring partnerships for industrial symbiosis, which resulted in a 5.43% increase in non-hazardous waste reused and recycled compared to the base year of 2562/63, equivalent to a 109.21% increase. However, hazardous waste reused and recycled decreased by 3.17% compared to the base year. This reduction was due to difficulties faced by partner companies, which were unable to purchase waste from the company's production processes due to the COVID-19 pandemic. Despite this setback, the company actively sought new partners and initiated projects to develop innovative products from waste generated in the production process for future use.



Building collaboration with partners to promote circular economy-based sustainable development

The Company stated its aim and commitment to sustainable development in accordance with the circular economy concept in the 2023/2024 reporting period as follows:

1. Aeroflex has achieved certification in the circular economy management system, becoming the first company in Thailand to do so, in accordance with the guidelines outlined in the "Circular Economy Management System Standard" Volume 2, Issue 2, published by the Department of Industrial Standards, Thailand Industrial Standards Institute. This certification was granted by the National Science and Technology Development Agency (NSTDA). The project received support from the Thailand Board of Investment (BOI) and Kasetsart University to enhance the country's competitiveness.



EPG focuses on waste storage and transportation, including disposal, which can lead to leakage or contamination during operations and have an impact on stakeholders. It requires the tracking of transportation invoices and the proper disposal of hazardous waste in compliance with the legislation to ensure that the operation satisfies the appropriate requirements throughout the waste management process. EPG has established a mechanism for stakeholders to submit concerns to subsidiaries via its website, www.epg.co.th. In accordance with ISO 14001:2015, EPG and its subsidiaries will follow the complaint handling method outlined in the Complaints Handling Manual. There have been no complaints about waste management in the 2023/2024.



Water Management

Effective water management is crucial for business operations because water is essential for life and human activities. If businesses neglect this issue, it could pose risks to their operations. Therefore, good water management practices must comply with laws and regulations, reduce groundwater usage, and explore ways to reuse water resources to maximize benefits.

Management Guideline

Only Aeroflex Co., Ltd., Aeroklas Co., Ltd., and Eastern Polypack Co., Ltd. in Rayong province (Core Business Units) are covered by the water reporting in this sustainability report. The firm is working on a storage system that will allow it to report its operations in compliance with its own standards as well as international ones

EPG requires all subsidiaries to strictly comply with laws relating to wastewater and wastewater management under the Plant Act B.E. 2535 and Environmental Standard ISO 14001:2015. Water quality is regularly measured by laboratories registered with the Department of Industrial Works. The performance of wastewater and wastewater management is disclosed by spreading information through internal communication channels for employees and other stakeholders to be informed of information to reduce worries and promote awareness of water use in the organization.

EPG acknowledges the challenges of successful water management and has established a sustainable environmental development policy to promote cost-effective natural resource conservation and usage. We have assigned all business units the task of identifying and assessing water resource risks by creating a Water Scarcity Footprint in accordance with ISO 14046 to determine the amount of water used in the production of each product, from raw material acquisition to transportation, production, use, and disposal of carcasses, as well as water shortages in the areas where the company operates.

EPG has established a policy for all businesses to set goals and implement measures to control water use in each unit, to encourage employees to be conscious of water use, to promote water conservation campaigns to manage water as efficiently as possible, and to continuously monitor the success of the goals and report the results to the Sustainable Development Working Group and the Executive Committee at least once a year.

Main Strategy for Water and Wastewater Management



1 Establish a basic data system for water usage and wastewater quality



2 Water Management Risk Management



3 Reduce water consumption per product unit

EPG has established the following operational guidelines to meet each plan through subsidiary cooperation:

Strategy	Management Guidelines	Performance in fiscal year 2023/2024
Establish a basic data system for water usage and wastewater quality	- Create Waste Balance in all business units	- Create a Water Flow Diagram for all business Unit - Install a gauge to validate the amount of water inflow and outflow all business Unit. - Perform wastewater quality measurements in compliance with the laws.
Water Management Risk Management	- Assess Water Management Risk	- Assess risk through ISO 14001:2015 criteria assessment. - Provide support measures in high-risk cases
	- Promote the use of water from low-risk water sources	- Reduce the proportion of groundwater use. - Increase the proportion of surface water consumption from the company's reservoirs.
Reduce water consumption per product unit	- Develop innovations to reduce water consumption in the production process.	- The groundwater recharge project.

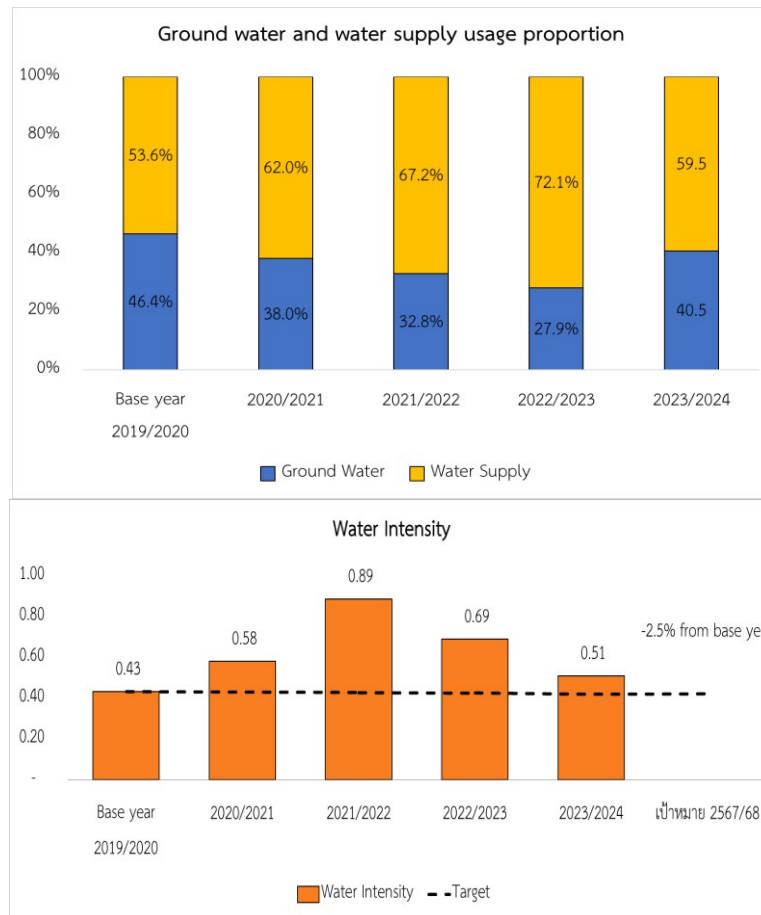
Performance

Internal water management

Although all of the company's businesses are in industries with low water usage, the company evaluates water risks in each production base (water stress areas), including developing water balances for each main business. It was found that the company's factories located in the East Coast Gulf watershed have low risk of water scarcity. However, the company continues to have plans to mitigate water-related risks and prioritize water management, both in office spaces and production facilities, consistently.

For 2023/24, the company divided its water usage for business operations into two parts: water for cooling in the production process and water for consumption in the factory, such as washing, personal hygiene, and cleaning work areas. During the past year, the company used 56,175 cubic meters of water supply and 38,244 cubic meters of groundwater, totaling 94,419 cubic meters of water drawn from various sources (Disclosure 303-3). This represents a decrease of 2,259 cubic meters or 2.45 percent.

Water source	Year 2019/2020	Year 2020/2021	Year 2021/2022	Year 2022/2023	Year 2023/2024
Groundwater (m3)	42,766	43,181	34,950	28,655	38,244
Water supply (m3)	49,394	70,315	71,449	74,154	56,175



The Company drained 68,659 cubic meters of water to all surface water sources in the previous reporting cycle (Disclosure 303-4), which the wastewaters that the company drains into the environment are divided into two parts, chemically contaminated wastewaters are delivered for chemical treatment, while water from the cafeteria must pass through a grease trap and be transferred to aeration well in the company's area. Wastewater quality analysis will be conducted by external companies that have been certified to the ISO 17025 system for wastewater quality in accordance with the Ministry of Industry's announcement on the standardization of sewerage from the plant, B.E. 2560 (2017), before being released into public or natural water sources. The stringent water usage control measures and campaigns resulted in a decrease of 131 cubic meters, or a decrease of 3.97 percent compared to the base year of 2019/2020. Meanwhile, the water usage rate per unit of product for the company increased by 0.08 cubic meters per ton of product, or an increase of 17.70 percent compared to the base year of 2019/2020.

Water and wastewater optimization

In 2023/2024, the company endeavored to use water resources efficiently and effectively through a project to harvest overflow water from underground sources. During the rainy season, water would naturally overflow from underground sources onto the surface. The company stored this overflow water in 2,000-liter tanks to use in the cooling process for machinery in the production process, thus reducing competition for water with surrounding agricultural activities.

All business units have diligently observed the appropriate legislation under the Factory Act B.E. 2535. (1992). The quality of the water is monitored, tested, and confirmed in accordance with ISO 14001: 2015. Tuv Nord (Thailand) Co., Ltd. has certified Aeroflex Co., Ltd. and Aeroklas Co., Ltd. for data and process correctness, while SGS (Thailand) Co., Ltd. has certified Eastern Polypack Co., Ltd. The quality of the company's effluent released into the environment likewise fulfills the legal criteria for 2023/2024.



Greenhouse Gas Emissions Management

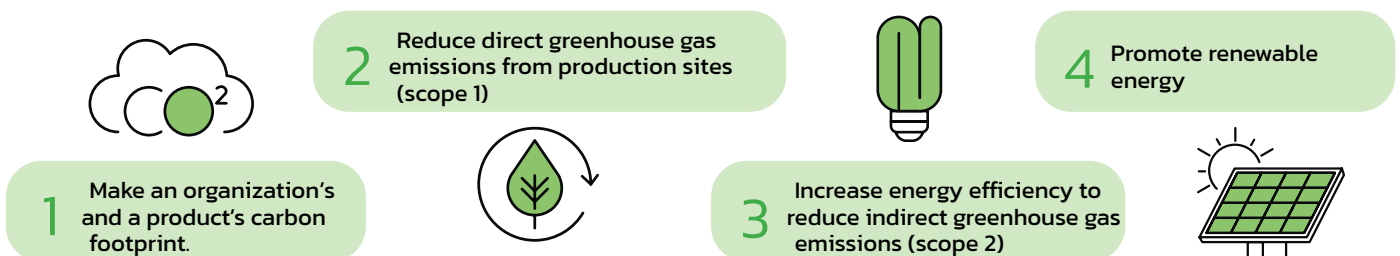
The issue of greenhouse gases has become a widely discussed topic today, leading businesses to consider it an important matter. Organizations must take into account legal compliance, customer requirements, investment in new machinery, seeking alternative energy sources, and fostering innovation in product and service formats to prepare for the future of business operations.

Management Guidelines

Eastern Polymer Group Public Company Limited is aware of climate change that causes global rising temperatures and severe natural disasters such as drought, floods, unusual rains, and extended growing season for crops. In addition, the global environmental policies, and targets, as well as Thailand's announcement of the Carbon Neutral target and the Net Zero GHG Emission target that Thailand ratified at the Conference of the Parties (COP), will lead to an intensification of climate change legislation, rules, and regulations in the future. The changes make it more difficult for the company to enhance its GHG management in accordance with the global trend.

Although the extensive use of energy is a fundamental necessity for business operations, it also contributes to greenhouse gas emissions. Therefore, the company has established sustainable environmental development policies along with practices, strategies, and goals for efficient energy use and greenhouse gas emission reduction. Additionally, it implements measures to mitigate and adapt to climate change impacts. Subsidiary companies are tasked with developing appropriate energy management and greenhouse gas emission reduction measures tailored to their business characteristics, aligning with the company's overall strategies. Furthermore, the company assigns dedicated teams to monitor progress and hold annual meetings to review performance. Communication and engagement efforts extend to all levels of employees and stakeholders, including suppliers, to raise awareness and collectively support emission reduction initiatives.

Main Strategy for Greenhouse Gas Management



The following operational principles have been set by EPG to meet each plan through the cooperation of subsidiaries:

Strategy	Management Guidelines	Performance in fiscal year 2023/2024
Make an organization's and a product's carbon footprint.	Prepare greenhouse gas emission evaluations for all businesses' organizations and/or products.	<ul style="list-style-type: none"> - Aeroflex Co., Ltd. has been awarded the Carbon Footprint for Organization (CFO) certification for the seventh year consecutively. The certification of products increased from the previous count of 23 products to a total of 77 products. - For the Four consecutive year, the greenhouse gas emissions of Eastern Polypack Co., Ltd. (plastic & packaging business) have been certified. - Aeroklas Co., Ltd. has been certified for the organization's greenhouse gas emissions for the second year.
Reduce direct greenhouse gas emissions from production sites (scope 1)	Reduce refrigerant leakage	<ul style="list-style-type: none"> - Change the refrigerant in R22 air conditioners to R32. - Replaced the R22-based to the R32-based chiller.
	Reduce the use of fossil fuels	<ul style="list-style-type: none"> - Control the usage of diesel fuel quantities from forklift trucks.
Increase energy efficiency to reduce indirect greenhouse gas emissions (scope 2)	Reduce electricity consumption in the production process.	<ul style="list-style-type: none"> - Reduce the use of energy for fans in rubber ovens. - Improve the air spray nozzles in the adhesive tape manufacturing process. - Replace fluorescent tubes with LED bulbs. - Discontinue the use of water cooling towers. - The company reduced air leakage from air compressors - Decrease the inlet air temperature to the air compressor.
	Increase energy efficiency by monitoring and improving machines that consume a lot of electricity in the manufacturing process.	<ul style="list-style-type: none"> - The company replaced air compressors with those high-performance. - The company replaced cooling systems with high efficiency
Promote renewable energy	Increase the usage of clean energy in the manufacturing process and throughout the organization.	<ul style="list-style-type: none"> - Aeroflex Co., Ltd. set up a 3.9 MW solar power generation system on the building's roof. - Aeroklas Co., Ltd. set up solar power generation system on the buildings with a capacity of 8.04 megawatts and additionally on the parking building with an additional power generation capacity of 167 kilowatts - Eastern Polypack Limited installed a solar power generation system on the production building's roof with a capacity of 4.96 megawatts. Additionally, they installed solar-powered light bulbs, each with a capacity of 300 watts, adding an extra capacity of 25.50 kilowatts.

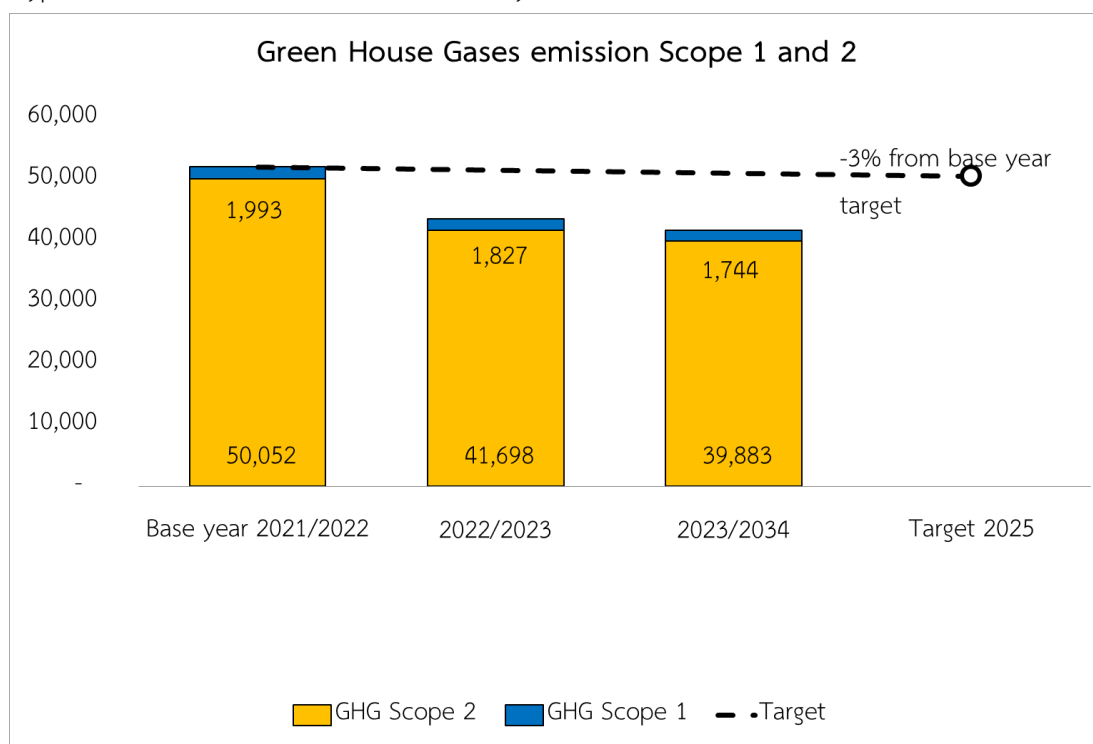
Performance

Carbon Footprint preparation of organizations and products

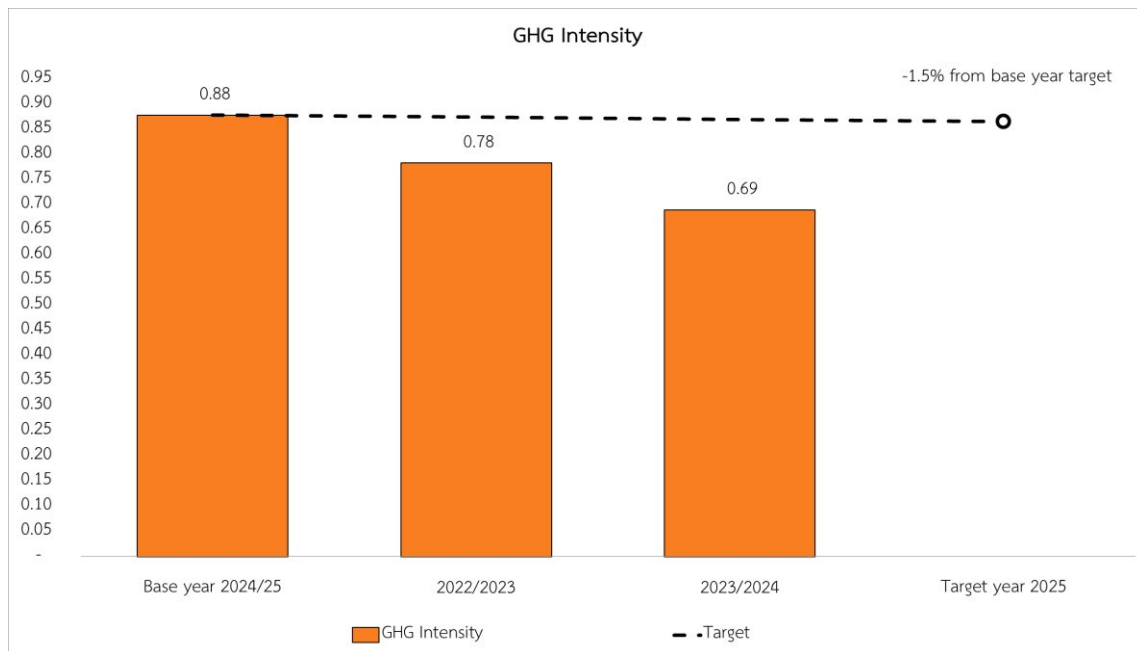
Based on the method of calculating greenhouse gas emissions from the organization's carbon footprint assessment guidelines of the Greenhouse Gas Management Organization (Public Organization), EPG has prepared a report on direct greenhouse gas emissions (scope 1), indirect greenhouse gas emissions from energy consumption (scope 2), and other indirect greenhouse gas emissions (scope 3). Carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFC6), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen fluoride (NF₃) are among the greenhouse gases for which EPG collects data on greenhouse gas emission

activities to calculate the organization's carbon footprint annually. In 2023/2024, Aeroflex Co., Ltd. and Eastern Polypack Co., Ltd.'s data has been verified by Phayao University while the data of Aeroklas Co., Ltd. has been verified by ECEE Co., Ltd.

The subsidiaries of the company acquired carbon footprint for organization (CFO) accreditation from the Greenhouse Gas Management Organization (Public Organization) in fiscal year 2023/2024 where Aeroflex Co., Ltd. is certified for 7th consecutive year, Eastern Polypack Co., Ltd. is certified for 4th consecutive year and Aeroklas Co., Ltd. is certified for 2nd consecutive year



In 2023/2024, the company had direct greenhouse gas emissions (scope 1) of 1,744 tons of CO₂e (Disclosure 305-1) and indirect greenhouse gas emissions from energy use (Scope 2) of 39,883 tons of CO₂e (Disclosure 305-2). The total amount of greenhouse gases emitted by the company in scope 1 and 2 was 41,627 tons of CO₂e, a decrease of 10,417 tons of CO₂e or 20.0% compared to the base year 2021/2022.



In 2023/2024 The company's greenhouse gas emission rate per product unit dropped 21.55% from 0.88 to 0.69 tons of CO₂e per ton of product compared to the base year 2021/2022 (Disclosure 305-4). There has been a reduction in the organization's net greenhouse gas emissions and a decrease in the rate of greenhouse gas emissions per product unit because of the company's aggressive strategic plan for greenhouse gas management. The company assigned core business units to conduct feasibility studies and installed solar rooftops on the roofs of production buildings to reduce greenhouse gas emissions in Scope 2, therefore, the company was able to reduce greenhouse gas emissions by 36,850 tons of CO₂e (Disclosure 305-5). Furthermore, to demonstrate their commitment to reducing greenhouse gas emissions, Aeroflex participated in the "Driving Industry Towards Net Zero in the EEC Area" project. This initiative is supported by funding from the Greenhouse Gas Management Organization to assist Aeroflex in setting a target and planning towards achieving Net Zero emissions by the year 2042, with a comprehensive and realistic roadmap in place to support this goal.

Other indirect greenhouse gas emissions (Scope 3)

As per the Greenhouse Gas Management Organization, a state-owned enterprise that certifies the country's greenhouse gas emissions, the reporting requirements for greenhouse gas emissions have been amended. They have transitioned from reporting emissions from other indirect sources (Scope 3), as per ISO 14064-1, to include additional requirements. Now, organizations must have processes to identify sources of greenhouse gas emissions and specify key evaluation criteria for assessment, which became mandatory for reporting in October 2021. The company has adjusted and changed the types of activities to report greenhouse gas emissions from other indirect sources (Scope 3) in the past year. For the fiscal year 2023/2024, the company emitted approximately 112,111 metric tons of carbon dioxide equivalent from other indirect sources (Scope 3).

The background is a vibrant green with a pattern of overlapping hexagons. Some hexagons are solid green, while others are filled with a fine grid of small white dots. The overall effect is a modern, geometric, and textured design.

Value creation for society



Employee Care and Development

The company considers its personnel as valuable and essential resources for driving the business towards its goals. The company's success heavily depends on the quality of its personnel. Therefore, the company places great importance on the care and development of its employees. It continuously improves and develops its human resource management processes and systems to be standardized and efficient. This ensures that the company has a workforce ready to grow with the company, share a common vision, and be a key factor in driving the company towards becoming an innovative organization and achieving sustainable business growth.

Management Guideline

To align with and support the company's sustainability strategy, the company has reviewed and established a comprehensive human resource management framework encompassing three key components: 1. Human Resource Policies, Engagement, and Participation Promotion 2. Employee Care and 3. Human Resource Development and Organizational Culture. The central human resources department is assigned the responsibility of setting and communicating the policies and practices for managing human resources in each area to the human resources departments of each subsidiary to be used as guidelines. The company has established policies and practices for employee care to be at least in compliance with laws, regulations, and international standards relevant to the business sectors in which the company operates. This includes human rights principles, ensuring equal and fair treatment for everyone, protecting and respecting the rights of all employees, and providing grievance channels to gather feedback, address issues, and understand expectations for further improving human resource management.

For human resource development and organizational culture, the company focuses on developing employees to have the knowledge and skills necessary to adapt and respond to the business direction and goals, as well as future challenges and changes. This includes developing employees to have leadership qualities and innovative capabilities through continuous research and development, promoting the development of organizational culture and values, and preparing successors for key positions to ensure business continuity.



Performance 2023/2024

1. Human Resources Policy, Engagement Promotion, and Participation

1.1 Developing a Strategic Human Resources Plan to Become an Innovative and Creative Organization. To ensure that human resources are prepared for the organization's growth in line with its strategy and development towards sustainable innovation, the management has reviewed various organizational issues, such as: The retirement of

personnel in the next eight years / The progress and readiness in developing successors / Employee engagement / Employee capabilities / The organization's ability to be innovative / Organizational culture and Systems and processes for caring for and developing human resources.

The policy has been communicated through various activities, such as the annual management seminar (EPG Management Seminar) and the annual policy announcement event for management (EPG Management Town Hall). These activities aim to help managers at all levels understand and prepare for various challenges and contribute to the sustainability of the organization. The central human resources department and the human resources departments of the subsidiaries have jointly planned and developed the strategic human resources and organizational management plan for the fiscal year 2023/2024 to the fiscal year 2025/2026.



1.2 Systematic Management of Engagement Development. To enhance employee engagement, the company has revamped its employee engagement management system for the fiscal year 2023/ 2024. The new system incorporates approaches and survey questions from award-winning employers in Thailand. It compares data with the overall results of companies in Southeast Asia and those in specific relevant business sectors. In the fiscal year 2023/ 2024, 83% of employees participated in the engagement survey, with an engagement level rated as "moderate" or 69%. The results were summarized and presented to the executive committee. The company has set goals to elevate employee engagement levels and established a systematic process for managing and developing engagement using the PLAATUU cycle. This process includes analyzing the true needs of employees and creating improvement plans that align with key challenges. These plans are integrated with ongoing labor relations activities. Progress and updates on improvements are monitored and reported by the human resources departments of the company and its subsidiaries, with quarterly summaries presented to the executive committee.

PLAATUU Employment Engagement management cycle



1.3 Promoting Employee Engagement: The executive committee has assigned the appointment of "Employee Engagement Champions" within the organization. This role is open to employees from operational levels to supervisory levels, allowing them to represent the company and its subsidiaries in supporting the development and improvement of employee engagement. These champions work with the human resources department in various activities, such as summarizing employee engagement survey results, analyzing factors affecting engagement, planning engagement improvements, monitoring and coordination, listening to and communicating relevant information to foster good relationships among employees, providing suggestions, and leading efforts to create a positive work environment. The company has successfully appointed the targeted number of employee engagement champions for both the company and its subsidiaries, with each term lasting two years. The central human resources department has organized training for these champions to ensure they understand the principles, processes, and techniques of employee engagement management, as well as their roles and the expectations placed on them. All appointed champions have completed the training. The company has established a continuous development plan for these champions, including field trips to award-winning employers in Thailand to gather insights and apply them to enhance employee engagement within the organization. Additionally, the company and its subsidiaries promote and support the ongoing and clear role of the welfare committee in the workplace. This committee acts as employee representatives to organize labor relations activities according to different occasions and festivals, such as: Dhamma activities in the factory / Children's Day activities / Chinese New Year activities / Songkran Festival activities / Influenza vaccination programs for employees / Sports competitions / New Year's celebrations / Retirement ceremonies / Awards for consistent performance and long service / Community projects for underprivileged children / Monthly employee birthday celebrations / Blood donation drives and Workplace environment improvements

2. Employee Care

2.1 Employee Children Scholarship Program and Employee Scholarship Program

The company supports and provides educational opportunities for employees and their children by continuously awarding scholarships. In the fiscal year 2023/ 2024, the company and its subsidiaries awarded a total of 1,176 scholarships, amounting to 4,684,810 Baht. The scholarships were distributed as follows:

Scholarship Type	Number	Value (Baht)
- Employee Scholarship	7	378,810
- Employee Children Scholarship	1,169	4,306,000

2.2 Study and Design for Improving Compensation and Benefits Structure

To retain employees and attract new talent to the organization, it is essential to study and design a modern and competitive compensation and benefits structure. This initiative has received strong support from management. In the fiscal year 2023/ 2024, the company and its subsidiaries hired external consultants to analyze and design a new compensation structure for employees at all levels. They also analyzed benefits in comparison to the market and used the information to plan appropriate improvements to the benefits system, particularly in the Eastern region and for key positions. This project received excellent cooperation from the management of the company and its subsidiaries, who provided insights into business direction expectations that influence organizational structure and job responsibilities. Beyond leading to appropriate compensation management, the project's results



2.3 Promoting Career Advancement Opportunities and Overseas Work Opportunities

As the business direction moves towards becoming a global player, the company has been preparing and developing its personnel to keep up with business expansion and technological advancements. This preparation aims to equip a new generation of potential employees who can become key figures and successors within the organization. Aeroklas Co., Ltd. has established a Business Expansion unit with the primary mission of setting guidelines for selecting highly capable and potential employees, as well as developing and preparing them for overseas assignments. In the fiscal year 2023/2024, the company has promoted and sent 12 employees to work in South Africa.



3. Development of Organizational Culture and Values

3.1 Developing Organizational Culture with Core Competencies LIVE C and Mindfulness in Organization (MiO)

Following the company's implementation of the “Mindfulness in Organization” (MiO) program in 2021 and its expansion to subsidiaries, the executive committee recognized that sustainable happiness through mindfulness in the organization is crucial. They aimed to integrate this into personnel development and organizational culture. The company has established core competencies, represented by the acronym LIVE C, which stands for: L - Continuous learning, I – Innovation, V – Value the difference, E – Empowerment และ C – Collaboration. To clearly and effectively promote these core competencies, and to integrate them with the MiO program, the central human resources department, the MiO promotion team, and the MiO project consultants from the Organizational Well-being Support Office collaborated to design a personnel development course titled “From

Values to Living.” They also created EPG MiO cards as tools for communicating mindfulness behaviors in the organization. These tools are designed to develop problem-solving skills using real work challenges.

In the fiscal year 2023/2024, the company conducted the “From Values to Living” course with 240 employees participating. There were 21 key issues from the workplace identified and addressed in this training. Additionally, the company documented the lessons learned to create the EPG MiO Blueprint for developing mindfulness in the organization. This blueprint was submitted for the Thailand HR Innovation Award 2023 by the Personnel Management Association of Thailand (PMAT), where it received an honorable mention.

To continuously promote behaviors aligned with the core competencies LIVE C, the company has organized other initiatives, such as the Guru Short Talk series, now in its second year. This series invites knowledgeable and capable individuals who exemplify the LIVE C competencies to be interviewed and share their insights via live Zoom sessions, allowing employees to watch and engage in the activity.

3.2 Collaborative Synergy Project to the future of Creative Organization

In the fiscal year 2023/2024, the company conducted Collaborative Synergy activities, aimed at fostering cross-business unit collaboration. The objectives of these activities were to build understanding and trust in teamwork (Team Collaboration) and to support the goal of becoming One Team. Supervisory-level employees were selected to participate in the project as follows:

- 1 **Accounting and Finance Departments** across all subsidiaries, with 97 participants. They identified five joint improvement projects to enhance work efficiency in the future.
- 2 **Sales and Marketing Departments** across all subsidiaries, with 35 participants. They identified three joint improvement projects to enhance work efficiency in the future.

3.3 Succession Plan

The process of developing successors for key positions includes the following steps:



1. **Identifying Critical Positions for Succession Planning:** Critical positions are those where the incumbents are expected to retire within 5-8 years or those that are difficult to replace externally. If these positions were left vacant, it would significantly impact the business's capabilities. Currently, critical positions account for 21% of all

management positions. The identification of critical positions is done by the Human Resources department of each business unit, supervisors, and managing directors.

2. **Defining Successor Qualifications and Selection Criteria:** The Human Resources departments of each subsidiary, along with supervisors and managing directors, determine the qualifications and selection criteria for successors. This includes defining the roles and capabilities required for future needs (success profile), necessary qualifications and experience, a track record of good performance (past performance), and the motivation and willingness to develop and grow in their careers.
3. **Selecting Potential Successors for Development Programs:** The Human Resources departments, supervisors, and managing directors collaborate to select employees for the critical positions. Various assessment tools are used to understand the nominees' characteristics, attitudes, and potential. This information is compared against the success profile to identify development needs and plan their development.
4. **Developing Knowledge, Skills, and Potential of Selected Successors:** Development of selected successors is carried out using various approaches and tools suitable for addressing specific development areas. This includes assigning tasks or missions, role rotations, assigning them as mentors, and providing coaching.
5. **Monitoring and Evaluating Potential Successors:** The progress of the selected successors is monitored and evaluated through several methods, including assessing their development progress, observing their performance and behavioral expression, using simulations, and assessing their ability to perform in critical roles. This evaluation is done collaboratively by supervisors, managing directors, and the Human Resources department.

The succession planning process is systematic, with procedures presented to and approved by the executive committee to ensure continuity in business operations. If internal development cannot meet the needs in time, suitable external candidates may be considered. The company continuously monitors, develops, and assesses capabilities and performance to ensure effective business continuity.

Succession Planning Outcomes for 2023/2024: The company has prepared and implemented succession plans for 100% of critical positions.

Other Human Resource Development Performance

- The company has established a Compulsory Development Program for all employees, with the goal that 100% of targeted employees complete the mandatory courses at their respective levels. To date, 94% of the targeted employees have completed the required training.
- The company has established mandatory basic legal training courses. The training participation is as follows:
 - At Aeroflex Co., Ltd., 100% of the employees who were promoted attended the Supervisor Level Safety Officer course, and 100% attended the Executive Level Safety Officer course.
 - At Aeroklas Co., Ltd., 100% of the employees who were promoted attended the Supervisor Level Safety Officer course, and 92.3% attended the Executive Level Safety Officer course, with the remaining employees in the process of completing the training.
 - At Eastern Polypack Co., Ltd., 100% of the employees who were promoted attended the Supervisor Level Safety Officer course.

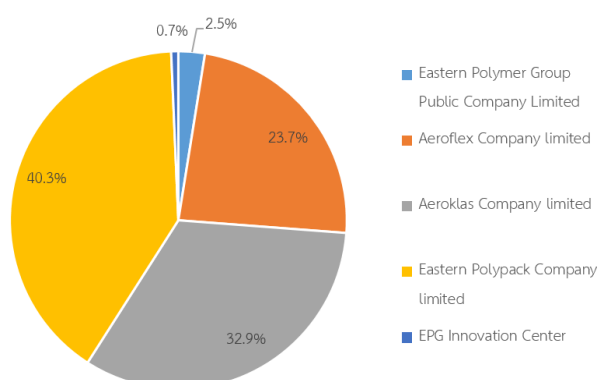
- The company has established ISO training courses.
 - At Aeroflex Co., Ltd. (AFC), 100% of the targeted employees have completed training courses for ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and ISO 50001:2018.
 - At Aeroklas Co., Ltd., 100% of the targeted employees have completed training courses for introducing the IATF 16949, ISO 14001, and ISO 45001 management systems.
 - At Eastern Polypack, 41.7% of the targeted employees have completed refresher training courses for ISO 9001:2015 and ISO 14001:2015. Since these are refresher courses, training will continue until all targeted employees have completed the courses.

For the various training programs aimed at developing the potential of employees at all levels, in the fiscal year 2023/2024, the company provided an average of 31 training hours per person per year. This is an increase from the previous fiscal year, which had an average of 28 training hours per person per year.

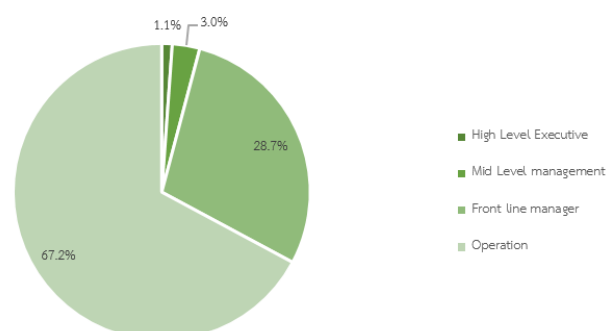
	FY 2023/2022	FY 2022/2023	FY 2023/2024
	(Hour / Person)	(Hour / Person)	(Hour / Person)
Average Training Hours per Person per Year	14	28	31

As of 31 March 2024 The company has total employee of 3,073 person

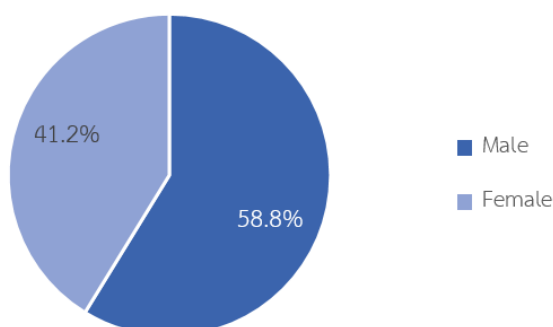
Number of Employee by Business



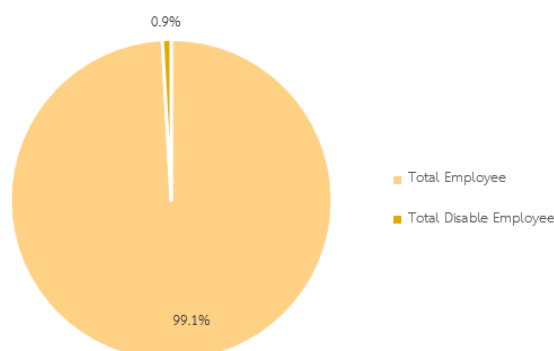
Number of Employee by level



Number of Employee by gender



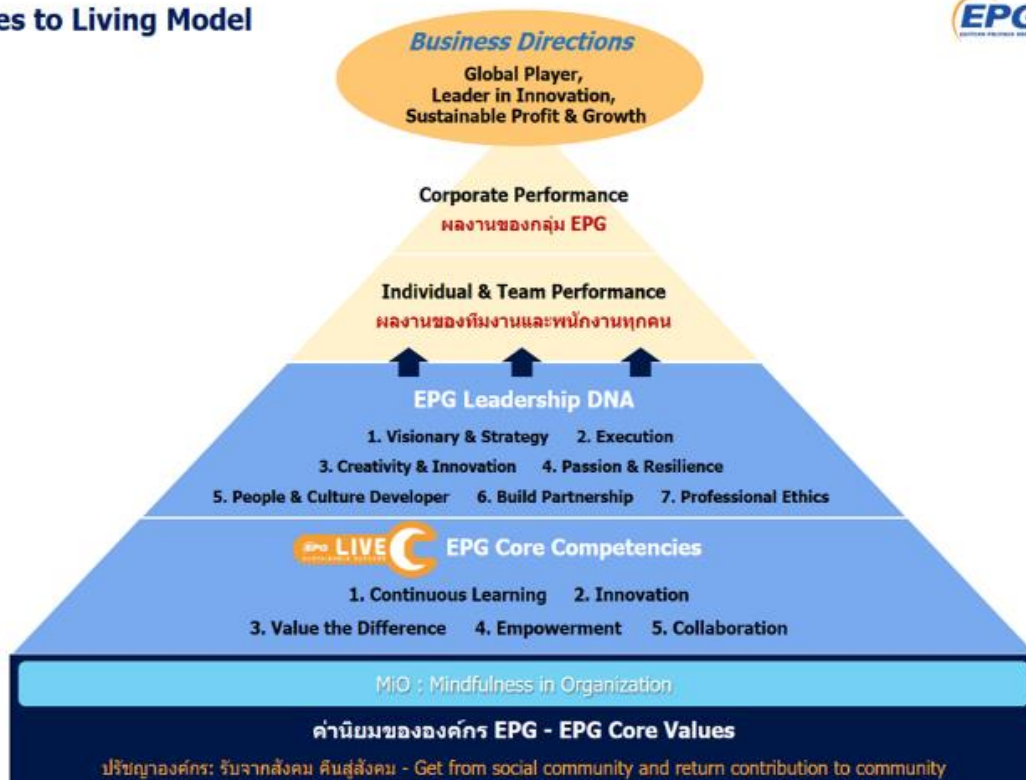
Number of disable employee



รางวัล Thailand HR Innovation Award 2023



EPG Values to Living Model





Human Rights

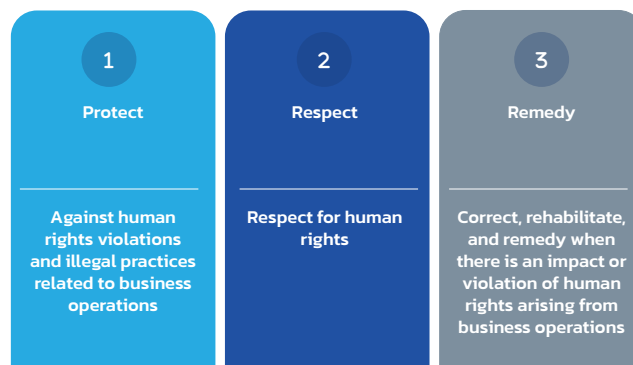
Conducting business with respect for human rights is a key issue that the company prioritizes. The company is committed to managing its operations efficiently with integrity and social responsibility towards all stakeholders throughout the value chain. Recognizing the equal value and dignity of humanity, freedom, and equality for all, the company has established a human rights policy and guidelines. These are to be followed by directors, executives, employees, partners, and all stakeholders in their work.

Management Guidelines

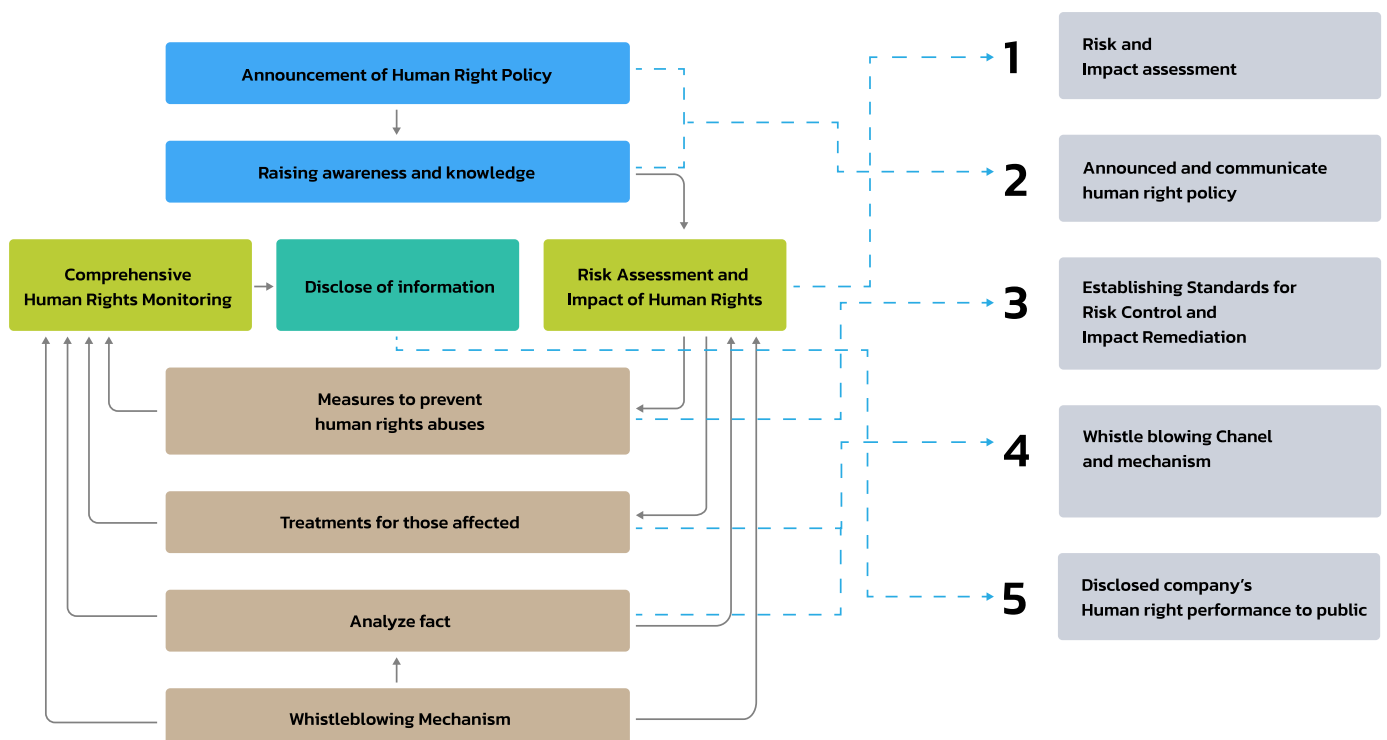
Over the years, the company has placed great importance on and is committed to conducting business with integrity, social responsibility, and respect for human rights towards all stakeholders. The company strives to operate in accordance with legal principles and the United Nations Guiding Principles on Business and Human Rights (UNGP).

The three pillars of the UNGP (United Nations Guiding Principles) that companies should adhere to are as follows:

The three pillars of the UNGP



Announcement of Human Right Policy



The company and its subsidiaries have established a human rights framework, policies, and guidelines to ensure that all departments participate and collaborate in preventing human rights violations in all business activities throughout the supply chain. This information is communicated to relevant parties through various channels, such as training, bulletin boards, and online media.

The company and its subsidiaries assess human rights and social responsibility risks and impacts annually. They establish risk control measures and set remediation standards to mitigate impacts. Additionally, they provide grievance and suggestion channels with a fair review process and establish protections for the rights of complainants and suggesters.

Risks and Guidelines for Preventing Human Rights Violations

The company has identified and consolidated human rights risk issues that may pose business risks in the thermal insulation rubber business, automotive parts and accessories business, and plastic packaging business. The company has established the following measures to prevent human rights violations:

Stakeholders	Rights of Stakeholders	Risk Issues	EPG actions to prevent human rights violations.
Employee	<ul style="list-style-type: none"> - Right to legal protection - Right to work - Legal Equality Rights - Data Protection Rights 	Equal Treatment	<ul style="list-style-type: none"> - Treat employees with respect for their human and labor rights, as required by law, and in particular, treat them with equality and non-discrimination in all aspects. - There are policies and measures in place to protect the confidentiality and personal data of employees. - Employee complaints are received through a channel, and the complaints processing process is documented.
	<ul style="list-style-type: none"> - Right to a good quality of life 	Health and Safety in workplace	<ul style="list-style-type: none"> - Ensure workplace safety and hygiene in compliance with safety, health, and environmental policy. - Conduct safety training - Provide annual health check-ups
Community	<ul style="list-style-type: none"> - Right to legal protection - Right to a good quality of life - Data Protection Rights 	Community Health & Safety	<ul style="list-style-type: none"> - Examine the business's environmental and social implications on the surrounding areas on a regular basis. - Implement programs and actions to reduce the negative effects of ongoing operations. - There are policies and measures in place to protect the confidentiality and personal data
	<ul style="list-style-type: none"> - Right to freedom of expression 	Community Engagement	<ul style="list-style-type: none"> - Allow the community to participate in comments or complaints on various channels.

Stakeholders	Rights of Stakeholders	Risk Issues	EPG actions to prevent human rights violations.
Customer	- Right to legal protection - Right to a good quality of life	Safety of use of goods	- Provide high- quality, standardized, safe, and traceable products and services. - Customer complaints are received through a channel, and the complaints processing process is documented.
	- Privacy Rights	Customer's privacy data	- There are policies and procedures in place to preserve customer confidentiality and personal information.
Supplier	- Right to legal protection - Right to work - Data Protection Rights	Violations of supplier human rights	- Establish the Supplier Code of Conduct by analyzing the risk of human rights violations arising from suppliers' operations, putting in place preventative measures, and accepting responsibility for the consequences of any potential violations.
	- Legal Equality Rights	Discrimination against suppliers	- Treat suppliers with equality, fairness, transparency, and non-discrimination
	- Right to a good quality of life	Supplier Labor Safety	- Require suppliers to strictly comply with the laws and safety protocols

Establishing Policies and Guidelines on Human Rights and Social Responsibility



Performance 2023/2024

The company and its subsidiaries are committed to conducting business with integrity, honesty, social responsibility, and respect for human rights towards all stakeholders, in accordance with the principles of good corporate governance and business ethics. They work to raise awareness and manage risks that could lead to human rights violations. To ensure that business operations can effectively manage these risks, the company has established human rights policies and practices.

Raising awareness

- To raise awareness of the importance of human rights and ensure that all employees treat each other appropriately and respect each other's rights, the company has incorporated rules, guidelines, and policies on human rights and social responsibility into the orientation program for all new employees.
- Organize knowledge-sharing activities on human rights and social responsibility for management level to build understanding of human rights practices. This ensures that the company's activities align with human rights principles. A total of 75 participants attended these activities.



Human Rights Complaints

In the fiscal year 2023/2024, the company did not receive any significant human rights complaints from stakeholders, and therefore no remediation was necessary. However, the company will continue to monitor human rights issues and assess human rights impacts across all activities throughout the supply chain. Additionally, the company promotes human rights responsibilities to its partners through the Supplier Code of Conduct, which outlines best practices for human rights. The company also has a remediation plan in place in case of human rights violations. For example, if child labor is found, the company will immediately cease using child labor, coordinate with parents to understand their issues, offer employment to the unemployed parents or provide compensation, and support the child's education at least through the compulsory level.

	Long-term goals for 2025	Goal in fiscal year 2023/2024	Performance in fiscal year 2023/2024
number of Significant human rights complaints	0	0	0

Maternity Leave Benefits

The company recognizes the importance of providing adequate time for employees on maternity leave to care for their children. In the fiscal year 2023/2024, the company reviewed and improved its maternity leave benefits. Employees are now entitled to 98 days of maternity leave, with an additional 8 days of paid leave beyond the legal requirement to support employees financially during their leave. The company also offers a childbirth support allowance and gifts for the newborn.

Employment of Persons with Disabilities

The company promotes fair and equal employment by considering the necessary qualifications and abilities for each position. It supports the employment of persons with disabilities to help them achieve self-reliance. In the fiscal year 2023/2024, the company employed 27 persons with disabilities, representing 1% of the total workforce.



Occupational Health and Safety Management

Employee safety is extremely important for business operations. Not only is it a legal requirement for employers to provide a safe and suitable work environment, but there are also other benefits. For example, when employees feel safe in the workplace, they can work efficiently and effectively. Employees participate in activities to reduce accidents and feel loyalty and commitment to the organization. Additionally, a safe workplace can help reduce absenteeism and employee turnover rates. The business sector can create a positive work environment that promotes an organizational culture of caring for and being concerned about employees.

Management Guidelines

The scope of this report is limited to Aeroflex Co., Ltd., Aeroklas Co., Ltd., and Eastern Polypack Co., Ltd., all of which are based in Rayong province (Core business). Since EPG is establishing a system to report its activities in compliance with the company's requirements and international standards, the information in this report excludes enterprises in Samut Prakan, Bangkok, and abroad business divisions.

EPG understands that employees and contractors working in its operating areas are exposed to occupational health and safety risks. EPG is dedicated to reducing occupational health and safety risks by eliminating the possibility of their occurring and the severity of the consequences. EPG has established an occupational health and safety policy for all of its subsidiaries to strictly follow and set occupational health and safety goals as one of the organization's effective indicators, in accordance with International Standard Guidelines ISO 45001: 2018, Process Safety Management (PSM) principles, and other relevant industry practices, as well as assessments of compliance with relevant laws and certification from external agencies (Disclosure 403-1). At the Sustainable Development Working Group meeting, EPG will examine its yearly targeting policies, strategies, and processes, which will be executed by each Core business units' Occupational Health, Safety, and Environment Committee.

Strategies for ensuring the safety of the company's operations

1. Reducing risk and developing effective operational control systems (Disclosure 403-2)

1.1 Risk Management in workplace

EPG assigns all agencies the task of identifying the risk of insecurity or injury to workers' health in all of the company's key activities, including the actions of employees and contractors, as well as the company's workplace. Supervisors and employees participating in joint activities identify and assess the risks of occupational health and safety issues, and recommend steps to control the risks of such activities or procedures by reviewing the risks once a year using the following risk assessment procedures:



EPG has organized monitoring and measurement of occupational health and safety measures and plans, establishing work procedures and work instructions to determine the correct procedures for employees to guide them to operate safely, and designating inspection lists of equipment, tools, and machines to be ready for use, and reduce accidental risks, in order to achieve the highest safety and effective management objectives. Employees are educated before going to work, and knowledge is reviewed on a regular basis to ensure that they are performing their responsibilities appropriately and safely.

1.2 Reporting and investigating unusual events or accidents that occur during work

In case of an abnormal incident during the operation, such as near miss, accident, injury or property damage, a spotted person or supervisor who has been notified, must submit incident reports in the emergency/incident report form to professional safety officers in accordance with the procedures prescribed. EPG has a well-defined mechanism for investigating emergencies and incidents. The Occupational Health and Safety Department will conduct investigations with supervisors or professionals at the assistant head of department or higher level of relevant agencies, as well as victims, to jointly determine the cause and establish measures to improve, correct, and prevent it from happening again by communicating with other agencies through monthly meetings and the Safety Board to increase vigilance within the agency.

2. Promoting employee and worker health and safety in the company's workplace

Employee and non-employee workers' health and safety are important to EPG, so we have specific workplace rules in place.

2.1 Work-related health services (Disclosure 403-3)

EPG conducts environmental monitoring according to each risk factor, such as air quality, lighting, sound, and heat measurement, to ensure that all operators have a suitable working environment that is not harmful to their health, as well as providing appropriate and adequate personal protective equipment.

EPG provides employees with health services for work-related health monitoring, such as pre-work health check-ups and annual check-ups based on risk factors such as pulmonary fitness, hearing performance, and other characteristics. If the employee's health check-up findings are discovered to be abnormal, the employee will be asked to check his or her health. The results will be confirmed after a re-examination by the corporation. If the results of the check-up are abnormal as a result of work, EPG consults with doctors to determine the cause and treatment, as well as considering switching employees' work

duties to reduce the impact or risk factors that may affect the treatment or rehabilitation of the employees' health. In addition, EPG ensures that there are sufficient and effective safety equipment provided for employees during work, aiming to protect them from potential hazards.

EPG will provide annual health check-ups to all employees (100%) in 2023/2024, as well as health center services such as health consultations or primary examinations, as well as emergency first assistance by doctors and nurses at the health center.

Moreover, the company recognizes the importance of caring for employees' health to prevent the risk of various diseases that may arise from dietary habits or lack of physical activity. Therefore, it has implemented the "Healthy Body, Healthy Life for Working Age" project. The goal of this project is to encourage employees to appropriately care for their health, as it can have numerous health risks such as obesity, high blood pressure, diabetes, heart disease, etc., which can impact daily life and work efficiency. Thus, promoting the health and well-being of employees during their working years is crucial for enhancing their quality of life and ensuring workplace safety. This continuous health promotion project receives support from Rayong Hospital, which provides activities and educates employees on health care, nutrition, exercise, and body composition analysis using Inbody. Monthly follow-ups are conducted to monitor the progress of employees' health.



2.2 Safety development in the production process

EPG has created a safe working environment to reduce incidents and accidents linked with the manufacturing process in fiscal year 2023/2024. To identify, assess, and control process hazards, including storage, design, usage, production, maintenance, inspection, testing, and transportation or transportation of hazardous chemicals, management measures and engineering basics are used as follow

Compliance with regulation	- Hearing Conservation Program
Improvement of safety system in the production line	<ul style="list-style-type: none"> - Installation of railings to prevent improper movement. - Installation of pinch-point guards. - Implementation of an online fire extinguisher usage reporting system.

2.3 Improving employees' knowledge in occupational health and safety. (Disclosure 403-5)



EPG offers annual training to encourage employees to have a basic understanding of and capacity to regulate and suspend pre-emergency situations. External speakers with direct knowledge, competence, and experience deliver the curriculum, and one emergency plan training per year covers the following topics: fire, chemical/oil leak, and transformer explosion. In 2023/2024, EPG partnered with the Makham Koo Municipal Primary Fire Training Agency and Phanat Nikhom Sub-District Administrative Organization to host a theoretical and practical firefighting 1 training with 149 participants, with the goal of providing employees with knowledge and familiarity with the incident's conditions, as well as the ability to apply what they learned in the training to effectively perform their duties.

For subcontractors, the company is aware of the occupational health and safety risks involved in subcontracted work within the organization. Therefore, it has established regulations for subcontractor operations. Subcontractors must undergo training and orientation on these regulations before commencing work. This ensures that only subcontractors who have

completed the training and orientation are allowed to work within the organization. Additionally, the company assists in the development of subcontractors by providing consultation and guidance on occupational health and safety to those who seek to improve their systems. This support aims to raise the standards of subcontractors' occupational health and safety systems.



In addition, the company has expanded its essential courses to further develop employees' knowledge and skills. These courses include:

<p>Training course on Electric Stacker driving.</p>	<p>Train employees to operate the Electric Stacker to move and handle raw materials or goods correctly and efficiently.</p>
<p>The "Safety DOJO 2023" competition</p> 	<p>To promote the idea of simulating dangers in safety training to further enhance teaching employees about the risks and precautions in their work, as well as allowing them to experience real-life hazards.</p>
<p>The "Risk MAN Project" is a risk assessment initiative aimed at reducing risks and minimizing hazards.</p> 	<p>To promote and support employee involvement in safety matters, as well as to empower them to anticipate potential hazards, train employees to think systematically and solve problems sustainably.</p>
<p>Train engineering and welding personnel in electrical welding operations.</p>	<p>To ensure that employees are aware of the risks associated with working in areas where flammable materials, flammable gases, or explosive substances are present, which could lead to fires and explosions, strict adherence to work procedures is essential. Employees must be licensed to work in areas prone to ignition before carrying out any tasks.</p>

3. Raising safety awareness and knowledge to become a corporate culture

EPG is committed to instilling a safety organizational culture in executives and employees at all levels, so it has organized a variety of activities to encourage employees to have knowledge and awareness of the importance of operational safety, as well as to encourage employees to be vigilant and responsible for their work, both for themselves and for their coworkers, resulting in serious and productive practices.


3.1 Employee engagement (Disclosure 403-4)

EPG organized elections and appointed occupational health, safety, and environment committees in each subsidiary to ensure effective safety and occupational health work. The committee is made up of nominated supervisory representatives and elected operations representatives, and it meets once a month. Its structure and tasks are well defined. Its objective is to collaboratively investigate dangerous working conditions and track the progress of safety operations, as well as to jointly propose, review, and enhance methods to ensure operational safety and compliance with relevant laws and regulations.

3.2 Raising awareness

Through the following actions in 2023/2024, EPG is committed to developing a safe working culture throughout the organization, both in offices and on production lines:

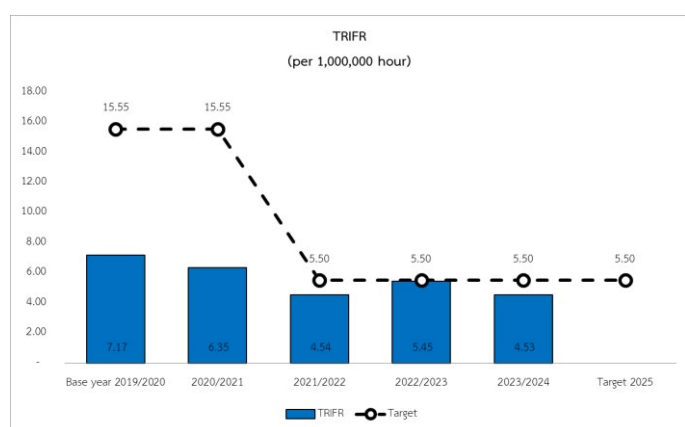
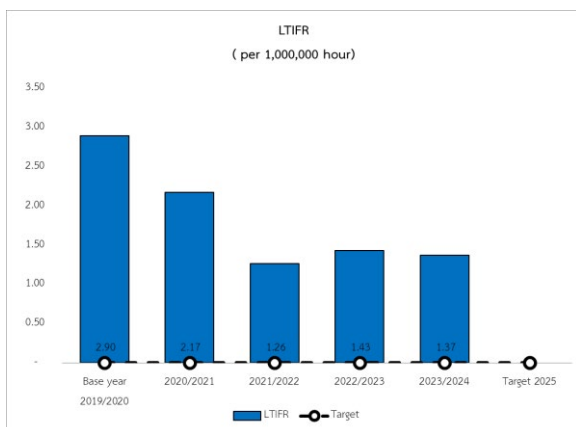
Promote the use of Personal Protective Equipment (PPE) Campaign	The Personal Protective Equipment (PPE) Awareness Campaign aims to raise awareness among all employees about the importance of wearing PPE while performing tasks. Employees must understand the risks associated with not wearing PPE and the importance of selecting appropriate equipment for each situation. Proper usage, maintenance, and care of PPE will significantly enhance workplace safety for employees.
Safety Mind Activity	Question and Answer Competition: Promoting Safety First. This competition aims to encourage everyone in the organization to develop awareness and consciousness about workplace safety (Safety First) before undertaking any tasks. Employees can participate by providing their opinions and suggestions on how to prevent and address incidents to avoid recurrence through this activity.
Occupational Safety Officer, Outstanding Department Head 2023	To generate collective momentum in advancing the safety operations of the Occupational Safety Officer, Outstanding Department Head 2023, aiming to control/reduce accident statistics within the target unit. This initiative seeks to elevate the standards of safety management within the department, enhancing the performance of the Occupational Safety Officer and the department head.
Behavior Base Safety Activity (BBS)	To serve as a tool to help reduce and address employees' risky behaviors, aiming to minimize or eliminate them altogether, by employing principles of behavioral science and statistics, along with collaborative efforts from all parties. This will lead to fostering positive attitudes and cultivating a safety culture within the organization.
Safety Day 2024	Under the concept of "Striving to Cultivate a Sustainable Safety Culture," the aim is to foster learning and raise awareness regarding safety and environmental concerns, leading to the establishment of a sustainable safety culture. Through

	various activities, individuals will be able to learn quickly and develop positive attitudes toward safety initiatives.
Safety Awareness Campaign	Safety Awareness Campaign through Video Competition: "Crossing the Zebra Crossing Safely" The competition encourages employees to create videos demonstrating the safe crossing of pedestrian crossings without using phones while wearing safety shoes. This initiative aims to stimulate safety consciousness among employees and promote a safety culture.
Safe Driving Campaign (Safe Driving Video Competition)	Safe Driving Campaign: "Drive Safely" Video Competition to promote awareness and emphasize the importance of mindful travel among employees. 

Performance

EPG has been monitoring indicators such as Total Recordable Injury Frequency Rate (TRIFR), Lost Time Injury Frequency Rate (LTIFR), Injury Severity Rate (ISR), and work fatality rates for both employees and contractors by working according to the company's work safety strategy to manage occupational health and safety issues of employees and contractors.

In 2023/2024, EPG experience the Lost Time Injury Frequency Rate (LTIFR) was 1.37, and Total Recordable Injury Frequency Rate (TRIFR) is 4.53 which are in accordance to company safety policy. Majority of the recorded injury is due to unsafe action and unsafe environment. When the accident occurs, the company shall take immediate investigation and plan prevention steps to stop the incident to occur in the future. In addition, the company also communicates and reports the accident companywide to allow others to learn from the mistake and increase their awareness. For the contractors, there is no report of accident.





Community Development

A License to Operate is not a governmental document but rather an acknowledgment and acceptance of business operations from community members residing in the vicinity of the business area. They are stakeholders who have interests and involvement in the long-term operation of the business.

While the private sector plays a significant role in supporting community and social development to improve the quality of life for community members, enabling self-reliance and strengthening communities, which ultimately contributes to economic growth and stability of the country. The company adheres to the philosophy of "Contribution toward better society," aiming for the holistic growth and happiness of all stakeholders.

Management Guidelines (Disclosure 103-2)

EPG emphasizes all stakeholders' participation in promoting sustainable growth, establishing it as a sustainable development policy for society and community, and operates under the philosophy "Once received from the community, always give back to the society." EPG is dedicated to conducting business in a way that promotes good governance, social and environmental responsibility, and takes into account the needs of stakeholders, including its local community, which is one of the company's most important stakeholders. EPG also aims to be recognized, supported, and cooperated to be able to operate and be a part of the community and society in a happy way. EPG establishes the following guidelines for community and social operations



EPG strives to find a balance between business operations and community and societal expectations by forming relationships, developing, and aiding local communities as well as society as a whole. Our mission includes relationship building, impact mitigation, crisis response, and community strengthening so that communities can take care of themselves and become self-reliant in the long run. We focus on 3 areas:

local economic development, community well-being, and environmental protection.

EPG tasked the CSR Working Committee, which is made up of representatives from each agency, with community and social operations in order to foster community involvement and growth in the company's target area, as follows: (Disclosure 413-1)



1. Area Survey

To examine and assess the influence of the company's operations on the community and its surroundings, EPG conducts community surveys within a 5-kilometer radius of the facilities. The area covers two sub-districts: Makham Koo Sub-district, Nikompattana District, and Mae Ku Sub-district, Pluak Daeng District, Rayong Province. There are 29,117 people in total (Source: Department of Local Government Promotion, Ministry of Interior) It is home to communities, municipalities, hospitals, temples, and schools.

2. Community Engagement

With the help of local government agencies, EPG is in the area to connect with the community through meetings, gatherings, interviews, and talks in order to collect information regarding the impact. Through the initiative, there are channels to listen to communities in order to foster long-term social and community responsibility. (Continuous CSR-DIW) every year indefinitely. Furthermore, the public can lodge a complaint or make a comment via the company's complaint channels, which include telephones, websites, and complaint boxes located in front of the company.

3. Community Issue Analysis

Based on the survey conducted by the CSR Working Committee, it was found that the community does not have concerns or experience impacts from the company's business operations. However, they express a desire for personal and family safety regarding drug abuse hazards. Additionally, there's a need for distribution channels for products from disadvantaged individuals and a desire for improvements in primary healthcare services to better accommodate and provide convenience to the community.

4. Community Response

The company establishes methods and levels of responsiveness tailored to the appropriateness of each targeted community group, such as monitoring, providing information, conducting joint activities, involving the community in activity planning, and responding to community needs. This includes efforts to build better relationships and understanding, reduce negative impacts, provide urgent assistance for community issues, and develop community resilience. All of these activities are carried out through the CSR Working Committee and the annual budget allocated for social responsibility initiatives.

5 Performance Assessment

The company measures and evaluates the outcomes of activities related to the community, both in terms of overall satisfaction and the level of community engagement with the company. This is done through surveys to assess satisfaction, needs, expectations, and attitudes of the community. The aim is to evaluate the impact of the company's business activities, and to report these results through the CSR-DIW Continuous project of the Department of Industrial Works, which promotes sustainable corporate social responsibility and community engagement in the industrial sector.

Performance

EPG launched 99 projects and community and social activities in 2023/2024, with 930 participants and more than 69,496 direct and indirect beneficiaries from the company's initiatives and activities.

The community benefits according to the objectives of each activity, and the company earns trust and confidence from the community. Additionally, some activities allow employees to benefit from the company's support.

Target group (community).	Community located within Makham Koo and Mae Khu Sub-districts
Population in target areas	28,622 people
Total activities/projects in fiscal year 2020/2021	99 projects
Number of participating communities/populations	4,310 people
Percentage of participating communities/populations	15.06%
Number of employees of participating (persons)	930
Community investment (MB)	7.24

Performance in Community Development

1. Local Economic Development



Local economic development is one approach to creating economic growth and increasing income for the local area, which is a micro-economy, in order to support the overall national economy. The company's significant activities related to local economic development include:

Activity to Support Sales Space for the Association of Disabled Women and the Group of Women Caretakers of Disabled Persons in Rayong Province

The company promotes sales channels for products from the Association of Disabled Women and the Group of Women Caretakers of Disabled Persons in Rayong Province by allowing them to set up shops in the company's staff canteen area free of charge. This helps promote good quality products to the company's employees.



2. Community Well-Being



The company places importance on community well-being, which includes being satisfied with various aspects of living, having physical and mental safety, as well as people in the community having the knowledge and ability to deal with various problems appropriately and being able to use their personal potential to create self-development. Therefore, the company focuses on activities related to health, safety, and education of people in the community. The company's significant activities to enhance community well-being include:

Project to Repair the Roof of the Sub-district Health Promoting Hospital

The company recognizes the importance of primary healthcare service units to provide services to people in the area who come for treatment. From community outreach activities, the company became aware of the safety issue at the Makham Khu Sub-district Health Promoting Hospital. The roof connecting the building used as a waiting area for patients was damaged and dilapidated. Therefore, the company approved a budget to develop, improve, and repair the roof of the patient waiting area building.



Project to Provide Medical Equipment to Sub-district Health Promoting Hospital

The company was aware of the need for patients with respiratory problems, which was an effect from the previous COVID-19 pandemic situation. The company donated hospital beds for bedridden patients and oxygen concentrators to the Makham Khu Sub-district Health Promoting Hospital for public use.



Sibling Helps Sibling. United Sports Field

The company, together with the Makham Khu Sub-district community, constructed a sports field at Makham Diew Sports Field by building a standard and safe football field for the community and private sector to use for exercise, competitions, or sports activities to promote good health and keep the community away from drugs.



Young Firefighter Project

The company, in collaboration with the Phananikhom Sub-district Administrative Organization, organized a young firefighter training program for students in Grades 7-9 at Nikhom 4 School. They were provided knowledge and understanding about the components of fire and how to choose and use different types of fire extinguishers to control fires caused by various fuel types. They also had hands-on practice to apply the knowledge and be able to use it in daily life in case of an emergency.



3. Educational Support



Educational Support Activities

The company places importance on the education of youth, who are the future of the nation. It supports youth at all levels to have access to educational opportunities and quality physical and intellectual development, so that they can grow up to be knowledgeable and capable individuals, being a vital force for their families, communities, and the nation. In the 2022/2023 fiscal year, the company allocated a budget to provide 95 scholarships to students from 12 schools and educational institutions, totaling 683,086 baht in scholarships and other financial aid.

- Scholarships for underprivileged but outstanding students at Chumchon Nikhom Sang Tong Eng Rayong 4 School
- Paid special teacher salaries at Chumchon Nikhom Sang Tong Eng Rayong 7 School
- Provided lunch funds for students at 8 schools in Thepharak Sub-district, Muang District, Samut Prakan Province and schools in Makham Khu Sub-district, Nakhonpattana District, Rayong Province by donating rice and dry foods to teacher and student representatives.
- Scholarship program for Eastern Technical College



4. Environmental Protection



Due to the current global climate change issue caused by industrial economic development in various countries, which is a major driving force behind the accumulation of greenhouse gases in the earth's atmosphere, leading to the greenhouse effect and increasingly severe climate change. The Thai industrial sector is one of the activities contributing to the country's greenhouse gas emissions. As part of the industrial sector releasing greenhouse gases, the company demonstrates its commitment to environmental protection and prevention to show this responsibility. It places importance on reducing greenhouse gas emissions to improve the quality of life and living conditions for people in communities.

The company's significant environmental protection activities include:

Khao Chom Hae Community Forest Conservation and Restoration Project

In the 2023/2024 fiscal year, the company provided a budget to maintain the forest area of Khao Chom Hae in Nakhonpattana District, Rayong Province. The Khao Chom Hae community forest is an important water source for nearby communities around the company's premises. Therefore, it is crucial to conserve and sustain water resources for the community. The company also continuously supports the conservation of local plant species to increase green areas, preserve biodiversity, conserve water sources, restore nature, and help absorb greenhouse gases or carbon dioxide (CO₂). The Khao Chom Hae Community Forest Conservation and Restoration Project has been ongoing since 2010, for over 11 years. The company has implemented reforestation and green area restoration projects covering 280 rai (approx. 112 acres), constructed one weir, and annually trained volunteer forest fire prevention teams and created fire break lines. The total support budget is 72,000 baht per year. In the project area, the company has planted a total of 25,000 local tree saplings. This project involves collaboration

Coral Bank Project



Community: Professor Prasan Sangpaiboon

President of the Reef Conservation Foundation Under the Auspices of AGC Vinythai Public Company Limited

“I’m proud that EPG recognized the importance of education, filling the gap in education, and that this place will be a perpetual learning source. Especially the special science classroom - students from all over the country come to study here. We are creating a natural classroom about marine and coastal ecosystems. And I’m extremely grateful that EPG has tried to help think and provide these things. We co-own this. I must deeply thank EPG.”

The company has continuously placed importance on restoring marine and coastal natural resources. The company recognizes the issue of damaged and degraded coral reefs due to human activities. Relying solely on nature's regeneration may be too slow, as current human environmental destruction is severe and rapid. Therefore, coral planting helps accelerate coral recovery and reproduction. The company participates in the Coral Bank Project at the Eastern Marine Science and Aquatic Animal Conservation Center.



Community Satisfaction Survey

In the 2023/2024, the company did not conduct a survey on the community's satisfaction with the company and its community development projects because it was in a data collection phase. According to the company's plan, data would be reviewed every 3 years. Therefore, the company planned to complete the community satisfaction survey in the next fiscal year, 2024/2025, with the goal of ensuring that the community's satisfaction level is not less than 80%.

In the 2023/2024, the company did not receive any significant complaints from the local community regarding the social or environmental impacts of its operations.

Performance Summary

Economic Performance

1.Finance	2021/2022	2022/2023	2023/2024
Economic Value Creation ⁽¹⁾ (Consolidated Financial Statements for the year ended 31 March)			
Information about ordinary shares			
Par per share (Baht)	1.00	1.00	1.00
Book value per share (Baht)	4.21	4.25	4.46
Earnings per share (Baht)	0.57	0.39	0.43
Dividend per share (Baht)	0.33	0.25	0.22
Economic Performance ⁽¹⁾ (Million Baht)			
Revenue from sale	11,739.6	12,083.6	13,169.7
EBITDA	2,591.1	2,191.0	2,485.4
Net Profit	1,602.4	1,081.6	1,210.7
Financial ratio			
Return on Equity; ROE (%)	14.0%	9.1%	9.2%
Return on assets; ROA (%)	11.1%	7.3%	7.4%
Gross margin (%)	31.7%	32.8%	31.8%
Liquidity Ratio; (times)	1.89	2.32	2.08
Debt to Equity Ratio; D/E Ratio (times);	0.38	0.56	0.59
Distribution of value to stakeholders ⁽²⁾ (Million Baht)			
Interest and financing expenses to financial institutions	80.8	101.5	194.5
Dividends paid to shareholders	924.0	700.0	616.0
Employee Compensation ⁽³⁾	2,097.4	2,398.0	2,525.3
Remuneration of Directors	8.3	8.7	9.5
Operating Expenses ⁽⁴⁾	8,257.7	8,604.5	9,594.8
Taxes paid to governments and local authorities ⁽⁵⁾	69.1	41.3	41.7
Community and Social Development Expenses (excluding donations)	0.5	0.6	0.7
Donation ⁽⁶⁾	14.8	2.8	4.0

⁽¹⁾ Consolidated information as presented in financial statement

⁽²⁾ The detail is independent from each other

⁽³⁾ The compensation consist of salary, Bonus, monthly salary, bonus and other compensation such as social welfare, provident fund and position allowance

⁽⁴⁾ The operating expense consist of Cost of goods sold, cost of service and selling and administrative expense but exclude employee compensation

⁽⁵⁾ Include tax to local government and building and land tax, Label tax, specific business tax and corporate tax.

2.Supply chain management (Disclosure 204-1, 308-1, 414-1)	2021/2022	2022/2023	2023/2024
Local Procurement Value ⁽⁷⁾ (Million Baht)	2,952	2,856.9	30,640.0
Proportion of local purchasing of goods and services (%)	73	74	75
Total Number of Suppliers	512	490	503
Total number of suppliers assessed for ESG risks ⁽⁸⁾			
– Critical Supplier	83	79	76
– New Supplier	33	14	63

⁽⁷⁾ Procurement within Thailand

⁽⁸⁾ Data is initially collected in 2020/21

3.Business Code of Conduct	2021/2022	2022/2023	2023/2024
Significant number of complaints of violations of the Code of Conduct (case)			
– Corruption	0	0	0
– Use of insider information	0	0	0
– Bribery	0	0	0
– Human rights	0	0	0
– Taxation	0	0	0
– Other cases that are contrary to the Company's Code of Conduct	0	0	0
Number of verified violation in code of conduct	0	0	0

4.Risk management	2021/2022	2022/2023	2023/2024
Proportion of business units with risk assessment (Percent)	100	100	100
Proportion of business units with risk management plan (Percent)	100	100	100

Environment

1. Energy (Disclosure 302-1, 302-3)	2021/2022	2022/2023	2023/2024
Net total corporate energy consumption (megajoules) ⁽¹⁾	381,317,384	345,658,380	371,755,804
Non-renewable energy consumption (megajoules)	376,698,906	307,987,562	298,040,309
– Fossil Fuels ⁽²⁾	2,415,157	5,839,181	9,855,653
– External electricity purchased	374,283,749	302,148,381	288,184,656
– Heating/cooling steams	-	-	-
Renewable Energy (megajoules)	4,618,478	37,670,819	73,715,495
– Renewable fuels	-	-	-
– External electricity purchased	-	-	-
– Self-generated electricity	4,618,478	37,670,819	73,715,495
Non-renewable energy distribution	-	-	-
Renewable Energy Distribution	-	-	-
Energy intensity	6,437.62	6,218.37	6,161.20

⁽¹⁾ Calculated based on the total energy consumption of all businesses.

⁽²⁾ Fossil fuels including liquefied petroleum gas and fuel

2. Water	2021/2022	2022/2023	2023/2024
Water use (Disclosure 303-3)			
Total amount of water withdrawal from all sources in all areas (m ³)	106,399	102,809	94,419
– Surface water ⁽³⁾	-	-	-
– Underground water ⁽⁴⁾	34,950	28,655	38,244
– Water from production process	-	-	-
– Water supply in production process	71,449	74,154	56,175
Total amount of water withdrawal from water stress area (m ³)	-	-	-
– Surface water	-	-	-
– Underground water	-	-	-
– Water from production process	-	-	-
– Water supply in production process	-	-	-

2.Water	2021/2022	2022/2023	2023/2024
Wastewater (Disclosure 303-4)			
Total amount of wastewater released to all areas by destination (m ³)	106,399	102,809	68,781
– Surface water	75,803	77,333	68,659
– Underground water	34,950	28,655	-
– Sea	-	-	-
– Water sent to third-party treatments	108	35	122
Total amount of water release from water stress area (water stress) (m ³)	-	-	-
Total amount of wastewater released to all areas by quality (m ³)	-	-	-
– Total Dissolved Solids ≤1,000 mg/L	-	-	-
– Total Dissolved Solids > 1,000 mg/L	-	-	-
BOD Loading (Mg/Year)	393	214	265
COD Loading (Mg/Year)	2,712	2,625	1,579
Water use in production process (Disclosure 303-5)	-	-	-
Total amount of water uses in production process (m ³)	30,596	25,476	30,695
Water Intensity (m ³ /ton of production)	0.53	0.46	0.51
Amount of reused and recycled water (m ³)	-	-	1

⁽³⁾ Surface water, includes natural water sources, marshes, streams, rivers

⁽⁴⁾ Underground water is groundwater

⁽⁵⁾ For the first time, the plastic & packaging business reports water management data for fiscal year 2020/2021.

3.Air pollution emissions	2021/2022	2022/2023	2023/2024
Greenhouse gas emissions (Disclosure 305-1, 305-2, 305-3)			
Amount of greenhouse gas emissions (Ton CO ₂ e) ⁽⁶⁾⁽⁷⁾⁽⁸⁾	52,043	43,525	41,627
Scope 1	1,991	1,827	1,744
Scope 1 (Biogenic)	-	-	-
Scope 2	50,052	41,698	39,883
Scope 3	39,915	55,011	112,111
Greenhouse gas intensity (Ton CO ₂ e / production Tons) ⁽⁸⁾	0.88	0.78	0.69
Air pollution emissions (Disclosure 305-7)			
Amount of air pollution (tons)			
NOx	8.00	1.20	4.51
SOx	2.35	2.04	2.20
Persistent Organic Pollutants (POP)	-	-	-

3. Air pollution emissions	2021/2022	2022/2023	2023/2024
Volatile organic compounds (VOC)	10.04	-	101.05
Hazardous air pollutants (HAP)	-	-	-
Particulate matter (PM)	0.36	0.01	1.00
Carbon monoxide (CO)	14.66	297.81	8.69
Carbon dioxide (CO ₂)	-	-	-
Dichloromethane (CH ₂ Cl ₂)	3.89	0.36	-
PM 2.5	0.00	0.01	0.35
Ethyl Acetate	87.90	18.60	8.57
Particulate	1.41	2.29	3.66

⁽⁶⁾ Report on greenhouse gas emissions using the calculation method according to the emission assessment guidelines and emission factors from the Greenhouse Gas Management Organization (Public Organization)

⁽⁷⁾ The reported number in 2018/19 is consisted only from Thermal insulation's data; however in 2020/21 and 2021/22 is already include both insulation and plastic and packaging businesses' data

⁽⁸⁾ Calculated from scope 1 and 2

4. Waste (Disclosure 306-3, 306-4, 306-5)	2021/2022	2022/2023	2023/2024
Waste production			
Amount of total waste production (ton) ⁽⁹⁾	1,727	1,973	2,495
– Hazardous waste	302	373	880
– Non-hazardous waste	1,425	1,600	1,615
Recycle			
Amount of recycled waste (ton)	1,279	1,252	1,018
– Hazardous waste (ton)	22	49	48
– Reuse	22	25	30
- Onsite	-	-	-
- Offsite	22	25	30
– Recycle	-	24	18
- Onsite	-	-	-
- Offsite	-	24	18
– Non-hazardous waste (ton)	1,257	1,203	970
– Reuse	272	-	256
- Onsite	-	-	-
- Offsite	272	-	256
– Recycle	984	1,203	481
- Onsite	216	171	201
- Offsite	769	1,033	280

4. Waste (Disclosure 306-3, 306-4, 306-5)	2021/2022	2022/2023	2023/2024
Waste Disposal			
Amount of waste disposal (ton)	449	721	1,476.6
– Hazardous waste	280	325	832
– Non-energy-generating waste incineration	122	29	152
- Onsite	-	-	-
- Offsite	122	29	152
– Energy-generating waste incineration	145	209	206
- Onsite	-	-	-
- Offsite	145	209	206
– Landfill	13	80	20
- Onsite	-	-	-
- Offsite	13	80	20
– Physical chemistry treatment	0	7	453
- Onsite	-	-	-
- Offsite	0	7	453
– Non-hazardous waste	168	396	645
– Non-energy-generating waste incineration	-	-	-
- Onsite	-	-	-
- Offsite	-	-	-
– Energy-generating waste incineration	161	396	645
- Onsite	-	-	-
- Offsite	161	396	645
– Landfill	8	-	-
- Onsite	-	-	-
- Offsite	8	-	-

⁽⁹⁾ Total waste of all businesses

6.Environmental regulations compliance (Disclosure 307-1)	2021/2022	2022/2023	2023/2024
The number of cases of violations of environmental laws.	0	0	0
Significant fines in case of violation of environmental law (Baht)	0	0	0

Social Performance

1. Employee

1. Employment (Disclosure 102-8, 401-1)	2021/2022		2022/2023		2023/2024	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
Total employees as of March 31	2,806	100	2,833	100	3,073	100
Number of employees by gender						
- Male	1,636	58.30	1,593	56.23	1,806	58.77
- Female	1,170	41.70	1,240	43.77	1,267	41.23
Number of employees by level						
Executive Level						
- Male	25	0.89	20	0.71	22	0.72
- Female	15	0.53	15	0.53	13	0.42
Management Level						
- Male	55	1.96	72	2.54	57	1.85
- Female	40	1.43	48	1.69	35	1.14
Professional and practitioner level						
- Male	1,486	53.29	1,499	52.9	1,727	56.20
- Female	1,185	42.23	1,179	41.6	1,219	39.67
Number of employees by age						
Under 30 years old						
- Male	461	16.43	442	15.60	637	20.73
- Female	400	14.26	361	12.74	393	12.79
between 30-50 years old						
- Male	993	35.39	1,022	36.07	1,036	33.71
- Female	741	26.41	761	26.86	762	24.80
Over 50 years old						
- Male	112	3.99	129	4.55	132	4.30
- Female	99	3.53	118	4.17	113	3.68

1.Employment (Disclosure 102-8, 401-1)	2021/2022		2022/2023		2023/2024	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
Number of employees classified by contract category.						
Full-time employees						
- Male	1,548	55.17	1,529	53.97	1,549	49.76
- Female	1,227	43.73	1,226	43.28	1,253	40.77
Annual Contract Employee						
- Male	19	0.68	19	0.67	15	0.49
- Female	12	0.43	14	0.49	8	0.26
Outsource						
- Male			45	1.59	261	8.49
- Female			0	0.00	7	0.00
Number of employees by hire category.						
Full-time						
- Male	1,567	55.84	1,591	56.16	1,549	50.41
- Female	1,239	44.16	1,234	43.56	1,256	40.87
Part-time						
- Male	0	0	2	0.07	261	8.49
- Female	0	0	6	0.21	7	0.23
Number of employees by area						
EPG Headquarter	71	2.53	78	2.75	78	2.54
Thermal Insulation Business	701	24.98	704	24.85	727	23.66
Automotive & Accessories Business	858	30.58	867	30.60	1,010	32.87
Plastic & Packaging Business	1,154	41.13	1,163	41.05	1,237	40.25
Other Businesses	22	0.78	21	0.74	21	0.68
Number of employees by nationality						
- Thailand	2,801	99.82	2,823	99.65	3,072	99.97
- Foreign	5	0.18	10	0.35	1	0.03

1. Employment (Disclosure 102-8, 401-1)	2021/2022		2022/2023		2023/2024	
	Number (Persons)	Percent	Number (Persons)	Percent	Number (Persons)	Percent
Number of disabled employees						
- Male	17	0.61	19	0.67	18	0.59
- Female	12	0.43	7	0.25	9	0.29

2. New Employment (Disclosure 401-1)	2021/2022		2022/2023		2023/2024	
	Number	Percent	Number	Percent	Number	Percent
New employees	334	11.90	373	13.17	365	11.88
By Gender						
- Male	203	60.78	211	56.57	160	43.84
- Female	131	39.22	162	43.43	205	56.16
By Age						
- Under 30 years old	234	70.06	291	78.02	242	66.30
- Between 30-50 years old	98	29.34	81	21.72	123	33.70
- Over 50 years old	2	0.60	1	0.27	0	0.00

3. Retirement (Disclosure 401-1)	2021/2022		2022/2023		2023/2024	
	Number	Percent	Number	Percent	Number	Percent
Employee Turnover Rate ⁽¹⁾	350	12.47	248	8.75	305	9.93
By Gender						
- Male	195	55.71	141	56.85	169	55.41
- Female	155	44.29	107	43.15	136	44.59
By Age						
- Under 30 years old	212	60.57	138	55.65	137	44.92
- Between 30-50 years old	124	35.43	98	39.52	146	47.87
- Over 50 years old	14	4.00	12	4.84	22	7.21
Voluntary employee leave rate	338	12.05	192	6.78	294	9.57

⁽¹⁾ The total number of employees who voluntarily resigned, retired, were removed and died in the reporting cycle.

4. Maternity Leave (Disclosure 401-3)	2021/2022		2022/2023		2023/2024	
	Number	Percent	Number	Percent	Number	Percent
Employees who are eligible for maternity leave	44	1.57	24	0.85	23	0.75
Employees who return to work after maternity	18	40.91	19	79.17	21	91.30

5.Employee Development	2021/2022	2022/2023	2023/2024
(Disclosure 404-1)	Total (Hrs./person)	Total (Hrs./person)	Total (Hrs./person)
Average training hours per person a year	13.39	28.04	30.70
By Gender			
- Male	12.81	28.22	26.24
- Female	13.97	24.57	31.72
By Level			
- Executive Level	10.65	44.54	61.94
- Management Level	15.40	38.67	47.40
- Professional and practitioner level	18.9	49.17	56.71

6.Employee Management	2021/2022	2022/2023	2023/2024
Employee engagement score (percent)	95.0	58.0	69.0
Percentage of employee enroll in provident fund	62.6	58.2	54.7
Number of Labor and Human Rights Complaints (Subject)	0	0	0

Note: In the fiscal year 2023/2024, the questionnaire set has been changed according to the Thailand Best Employer standards.

2. Occupational Health and Safety ⁽¹⁾

Occupational Illness Rate (Disclosure 403-9)	2021/2022		2022/2023		2023/2024	
	Male	Female	Male	Female	Male	Female
Total working hours (hours)						
- Employee	7,922,375		6,977,961		7,290,491	
	4,631,044	3,291,331	4,293,848	2,684,113	4,316,242	2,974,249
- Contractor	118,985		88,450		130,970	
	75,634	43,351	61,119	27,331	99,687	31,283
work-related illness (persons)	0		0		0	
- Employee	0	0	0	0	0	0
- Contractor	0	0	0	0	0	0
Number of cases from injuries	36		38		33	
Injuries without work-absence	26		28		23	
- Employee	23	21	21	3	19	4
- Contractor	0	0	0	0	0	0
Injuries with work-absence	10		10		10	
- Employee	9	7	7	1	9	1
- Contractor	0	0	0	0	0	0

Occupational Illness Rate (Disclosure 403-9)	2021/2022		2022/2023		2023/2024	
	Male	Female	Male	Female	Male	Female
Number of cases from injuries	0		0		0	
- Injuries without work-absence	0	0	0	0	0	0
- Employee	0	0	0	0	0	0
Contractor	0		0		0	
- Injuries with work-absence	0	0	0	0	0	0
- Employee	0	0	0	0	0	0
Total Recordable Injury Frequency Rate (TRIFR) (Cases/1,000,000 work hours)						
- Employee	4.54		5.45		4.53	
	6.91	6.52	6.52	1.22	6.49	1.68
- Contractor	0		0		0	
	0	0	0	0	0	0
Lost-Time Injuries Frequency Rate (LTIFR) (Cases/1,000,000 work hours)						
- Employee	1.26		1.43		1.37	
	1.94	1.63	1.63	0.30	2.09	0.34
- Contractor	0		0		0	
	0	0	0	0	0	0
Serious Injury Frequency Rate⁽²⁾ (Cases/1,000,000 work hours)						
- Employee	0		0		0	
	0	0	0	0	0	0
- Contractor	0		0		0	
	0	0	0	0	0	0
Injury Severity Rate (ISR) (Days/1,000,000 work hours)						
- Employee	50.87		17.67		10.29	
	85.94	27.16	27.16	1.52	17.15	0.33
- Contractor	0		0		0	
	0	0	0	0	0	0
Fatal Work Injury Rate (Cases/1,000,000 work hours)						
- Employee	0		0		0	
	0	0	0	0	0	0
- Contractor	0		0		0	
	0	0	0	0	0	0

⁽²⁾ Data included more than 180 days of work-related injuries.

3. Regulations Compliance

Socioeconomic regulations compliance (Disclosure 419-1)	2021/2022	2022/2023	2023/2024
The number of cases of violations of socioeconomic laws.	0	0	0
Significant fines in case of violation of socioeconomic law (Baht)	0	0	0

GRI content index

Statement of use	Eastern Polymer Group Public Company Limited has reported in accordance with the GRI standards for the period (reporting start and end dates)
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			SDG Targets
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	Front Cover , 9 , 16-25	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization's sustainability reporting	9				
	2-3 Reporting period, frequency and contact point	9				
	2-4 Restatements of information	No restatement				
	2-5 External assurance	9				
	2-6 Activities, value chain and other business relationships	13, 16-25				
	2-7 Employees	9, 125-128				
	2-8 Workers who are not employees	126				
	2-9 Governance structure and composition	56-1 One report page 147-148				
	2-10 Nomination and selection of the highest governance body	56-1 One report page 147				
	2-11 Chair of the highest governance body	56-1 One report page 147-148				
	2-12 Role of the highest governance body in overseeing the management of impacts	52-58				
	2-13 Delegation of responsibility for managing impacts	44-47				
	2-14 Role of the highest governance body in sustainability reporting	9				
	2-15 Conflicts of interest	56-1 One report page 167-169				
	2-16 Communication of critical concerns	50-53				
	2-17 Collective knowledge of the highest governance body	56-1 One report page 136-137,161				
	2-18 Evaluation of the performance of the highest governance body	56-1 One report page 162				
	2-19 Remuneration policies	56-1 One report page 153-154				
	2-20 Process to determine remuneration	56-1 One report page 159-166				
	2-21 Annual total compensation ratio	56-1 One report page 159-166				
	2-22 Statement on sustainable development strategy	10-11				
	2-23 Policy commitments	26-29				
	2-24 Embedding policy commitments	26-29				
	2-25 Processes to remediate negative impacts	52-58				
	2-26 Mechanisms for seeking advice and raising concerns	48-51				
	2-27 Compliance with laws and regulations	48-51				
	2-28 Membership associations	8				
	2-29 Approach to stakeholder engagement	30-34				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			SDG Targets
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
	2-30 Collective bargaining agreements	56-1 One report page 102				
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	35-38	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	3-2 List of material topics	35-38				
Corporate Governance						
GRI 3: Material Topics 2021	3-3 Management of material topics	44-47				16.3/16.5
Ethics & Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	48-51				16.3/16.5
	205-2 Communication and training about anti-corruption policies and procedures	49-50				
	205-3 Confirmed incidents of corruption and actions taken	51				
Risk Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	52-58				8.2/ 16.7
Product Quality						
GRI 3: Material Topics 2021	3-3 Management of material topics	60-63				
Customer Relationship and Engagement						
GRI 3: Material Topics 2021	3-3 Management of material topics	60-63				
Innovation for Sustainable Growth						
GRI 3: Material Topics 2021	3-3 Management of material topics	67-70				8.2/ 8.3/ 8.4/ 9b
Climate Resilience/Strategy						
GRI 3: Material Topics 2021	3-3 Management of material topics	74-77				
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	80-82				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	81				
	302-3 Energy intensity	81				
	302-4 Reduction of energy consumption	81				
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	87-89				6.3/ 6.4/ 12.2
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	87-88				
	303-3 Water withdrawal	88-89, 121-122				
	303-4 Water discharge	88-89, 121-122				
	303-5 Water consumption	88-89, 121-122				
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	90-93				7.2/ 7.3/ 12.2/ 13.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	91-93, 122				
	305-2 Energy indirect (Scope 2) GHG emissions	91-93, 122				
	305-3 Other indirect (Scope 3) GHG emissions	91-93, 122				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	76-77, 123				
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	83-86				12.4/ 12.5
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	84-86				
	306-3 Waste generated	85,123-124				
	306-4 Waste diverted from disposal	86, 123-124				
	306-5 Waste directed to disposal	86, 123-124				
Sustainable Supply Chain Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	71-72				5.2/ 8.3/ 8.7/ 8.8

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			SDG Targets
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 204: Procurement Practice 2016	204-1 Proportion of spending on local suppliers	120				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	71-72, 120				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	71-72, 120				
	414-2 Negative social impacts in the supply chain and actions taken	71-72				
People Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	95-102				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	127				
	401-3 Parental leave	127				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	128				
	404-2 Programs for upgrading employee skills and transition assistance programs	98-100				
	404-3 Percentage of employees receiving regular performance and career development reviews	100				
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	107-112				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	107-112				
	403-2 Hazard identification, risk assessment, and incident investigation	107-108				
	403-3 Occupational health services	108-109				
	403-5 Worker training on occupational health and safety	111				
	403-9 Work-related injuries	112, 128-129				
Human Rights						
GRI 3: Material Topics 2021	3-3 Management of material topics	103-106				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	56-1 One report page 147-148, 126				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	106				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	106				
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	113-118				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	115-118				
	413-2 Operations with significant actual and potential negative impacts on local communities	118				
Product Responsibility						
GRI 3: Material Topics 2021	3-3 Management of material topics	60-63				
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	63				
Customer privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics	60-63				16.3/ 16.10
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	63				

Business unit location

(Disclosure102-4)

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Thailand
(joint venture)

Distribution channel more than
120 countries around the world.



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